COACHE

The Collaborative on Academic Careers in Higher Education

The initiative to improve faculty recruitment, retention, and work/life quality

North Carolina State University

Tenure-Track Faculty Job Satisfaction Survey Institutional Report 2008-2009 Acknowledgements: Many people and organizations are responsible for making the COACHE project possible. We would especially like to thank the following:

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COACHE

The Collaborative on Academic Careers in Higher Education

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PREFACE

One of the great strengths of an institution of higher education is its faculty. A consensus has emerged that college faculty are affected by their perception of the values and rewards in their workplace, and that supportive environments promote faculty satisfaction, which can lead to increased productivity and retention. With this understanding, the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education developed the Tenure-Track Faculty Job Satisfaction Survey.

This core instrument of COACHE was developed, tested, validated, and is continually improved with assistance from participating institutions. Our survey assesses early-career faculty experiences in several areas deemed critical to their success:

- Clarity and reasonableness of tenure processes and review
- Workload and support for teaching and research
- Integration and balance of work and home responsibilities
- Climate, culture and collegiality on campus
- Compensation and benefits
- Global satisfaction

The result is this diagnostic and comparative management tool for college and university leaders. The COACHE Institutional Report pinpoints problem areas, whether within a particular policy or practice, academic area, or demographic. Each of the over 120 colleges and universities in the Collaborative receives a custom version of this benchmarking report and analysis of our job satisfaction database with responses of over 10,000 pretenure faculty nationwide.

Membership in the Collaborative, however, does not conclude with delivery of this report. Academic leaders use COACHE results to focus attention, spot successes and weaknesses, and then take concrete steps to make policies and practices more effective and more prevalent.

Our mission to make the academy a more attractive place to work is advanced only when supported by institutional action. To that end, COACHE is your partner and a resource for maximizing the ability of your data to initiate dialogue, recruit talented new scholars, and further the work satisfaction of *all* faculty at your institution. For our advice on making the most of your participation, please review the supplementary material provided with this report. Then, contact us with any questions or new ideas that have emerged.



The Collaborative on Academic Careers in Higher Education

GUIDE TO YOUR REPORT

The data, summary tables, and visual displays provided here tell the story of your pre-tenure faculty's satisfaction and experiences working at your institution. Your report is comprised of three sections:

I. Executive summary

The executive summary gives an overview of what your pre-tenure, tenure-track faculty members think about working at your institution. It shows, in a condensed fashion, your institution's strengths and weaknesses, in relation to the five peer institutions you chose for comparison, as well as in relation to all COACHE colleges or universities.

Areas of strength and areas of concern

Translating the visual displays into text produced these lists of survey dimensions for which your faculty's responses overall ranked your institution particularly well or poorly relative to your peers *and* to comparable COACHE sites. If you read nothing else in this report, you will learn the general thrust of your results from this synopsis.

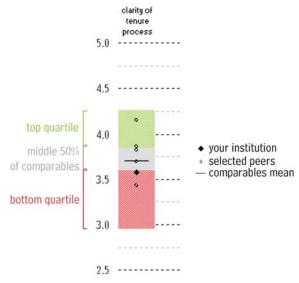
Improving trends and worsening trends

For institutions that have administered the survey more than once, we have compared your current survey results to your prior data by highlighting the dimensions that, overall, have improved or worsened by five percent or more.

Dashboards

The benchmark dashboard identifies your institution's results across the ten COACHE benchmarks of tenure-track faculty success. Each benchmark is the average score—along five-point scales—of several survey dimensions that share a common theme. Additional dashboards present the individual components making up the benchmark scores. All dashboards are simplified views of your absolute and comparative results overall; to grasp the nuances of your results by gender, race, academic area, and over time, we encourage further exploration of the means and frequency data.

The dashboard's visual display represents your mean rating as a black diamond (\spadesuit) , your selected peer ratings as circles (O), and the mean of all comparable institutions



(i.e., "universities" or "colleges") as a line (—) on a five-point scale. The green box signifies the performance of the top quartile of campuses in your comparable institutional group; the grey box, the middle 50 percent;

and the red box, the bottom quartile.* As you read across the data display, train your eye on the black diamond to discover a) your highest and lowest scores, and b) whether those scores place your faculty among the top, middle, or bottom of your peers and all others. (Note, however, that peer results are not available for a few questions *new* to the survey in 2008-09.)

Index of results

With this list of overall results for nearly all survey dimensions, we have paired comparisons beyond your walls to comparisons within. Alongside the overall mean results, green (\blacktriangle) and red (\blacktriangledown) arrows suggest where your results are most positive, most negative, or mixed. This table serves best as an index to the fine-grained data tables of your report.

Policies and practices: effectiveness gaps

For the faculty who rated various policies as important to their success, we report the percentage (and rank order) who rated the policy as effective or ineffective (or not offered) at your institution. Higher percentages in the first chart indicate relatively successful policies, but in the second chart indicate policies currently absent or not working well.

Best and worst aspects about working at your institution

From a list of common characteristics of the academic workplace, your faculty chose two "best" and two "worst" aspects about working at your institution. We report the four aspects most frequently cited in each case and how many other peers and comparable COACHE sites share your best or worst qualities. In addition, all responses are grouped into response categories (e.g., tenure, nature of the work, external factors) and presented overall and by sub-groups in a chart format.

II. Data tables and other results

Descriptive data

We provide the survey response rates for your institution, your peers, and for all comparable sites. You will also find here the range of weights used in calculating your results, as well as the names of the five institutions you selected as your peers. (Peer data, however, is kept anonymous throughout this report.)

Demographic data

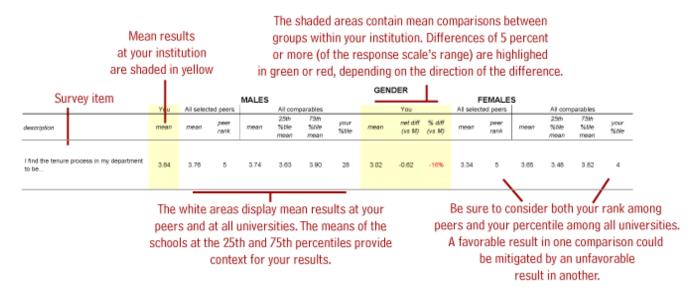
This is the report of the initial questions of the survey, which ask respondents to provide background information about their careers, family status, and other personal characteristics. Though much of this information is not used later in the report, COACHE analysts are available for follow-up analysis with respect to any of these demographics variables.

Mean comparisons

The mean comparisons are based on results from all survey respondents at your institution, at the five peer institutions you selected, and at all other comparable institutions participating in this study (i.e., all colleges or all universities). For each survey dimension, the mean is the weighted arithmetic average of faculty responses on a particular item. Means are provided for your institution overall, for your peer institutions individually

* If you have selected a peer institution outside of your institutional type's "comparables" (e.g., you are a university and selected a college as a peer in the faculty labor market), some peer symbols (**O**) may fall outside the shaded percentile boxes. This is because the range of "comparables" includes only institutions of your same type.

and overall, for all comparable institutions overall, and for comparison groups by gender, by race (white faculty or faculty of color), by academic area, and against prior survey results (if your institution is administering the survey for a second time). In separate columns, the relative position of your results is provided by a rank against your five peers and by a percentile among all comparable institutions. For further context (i.e., of the distribution of results), the means of the institutions at the 75th and 25th percentiles are provided.



Frequency distributions

As with the mean comparisons, these frequency distribution tables are based on results from all survey respondents at your institution and at all other institutions participating in this study. Provided here are the weighted number and percentage of faculty responses on each survey dimension. We provide comparisons overall and between the same sub-groups identified in the mean comparisons (i.e., by gender, race/ethnicity, academic area, and current/prior survey administrations).

A note on interpreting means and frequencies

Relative frequencies of responses for each item can provide crucial information not given by the mean score alone. While a group's mean score on an item gives valuable information about the group's central tendency, the frequency can tell you the extent to which the group is polarized in their responses. For example, consider the following two hypothetical cases:

- 1) In one case, half of a group of pre-tenure faculty chose "Very dissatisfied" (1) on a 5-point scale, and half chose "Very satisfied" (5);
- 2) In the second case, every respondent in the group chose "Neither satisfied nor dissatisfied" (3).

In both cases, the mean score is 3.0; however, whereas in the second case the mean reflects individuals' attitudes very accurately, in the first case, the mean (*Neither satisfied nor dissatisfied*) does not actually reflect the attitude of anyone in the group. Rather, this group seems to be made up of two sub-groups with very different attitudes. It is important to take into account the polarization of scores when considering policy changes in order to gain a greater understanding of how faculty members will be affected.

Policies and practices: detail

These tables provide a deeper glimpse at your faculty's ratings of the importance and effectiveness of twenty policies and practices at your institution.

Responses to open-ended questions

This section shows the comments written by your pre-tenure faculty in response to follow-up questions to five survey items and to one open-ended question:

Q27b. On what are tenure decisions in your department primarily based? Subjects were asked this follow-up question if they responded "Somewhat disagree" or "Strongly disagree" to Question 27a ("From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships, or demographics.").

Q44a. Please check the two (and only two) best aspects about working at your institution. Subjects responding "Other" were asked to specify.

Q44b. Please check the two (and only two) worst aspects about working at your institution. Subjects responding "Other" were asked to specify.

Q46a. Who serves as the chief academic officer at your institution? Subjects responding "other" were asked to specify.

Q47b. Assuming you achieve tenure, how long do you plan to remain at your institution? Subjects responding "For no more than 5 years after earning tenure" to Q47 were prompted in Q47b to specify their reasons.

Q51. Please use the space below to tell us the number one thing that you, personally, think your institution should do in order to be a great place to work.

III. Appendices

A. Participating institutions

A list of institutions, by type, control, and cohort, whose data comprise the COACHE database. If your institutional type is "college," then your comparables in this report are all colleges; if your type is university, your "comparables" are all universities.

B. Survey instrument

A static, coded version of the web-based instrument is provided in the first appendix. Please note that this medium does not accurately indicate survey "adaptive branching" behavior, where some items are skipped because of responses to previous questions.

C. Suggestions for action

Selections from COACHE's extensive policy response database (a resource for COACHE members), included here to provide a range of possible next steps as you involve your campus in discussions around your COACHE results.

D. Results of custom questions (if applicable)

For institutions that appended additional, custom questions to the COACHE survey, the results are displayed here in cross-tabulations and/or open-ended narrative.

METHOD

Background

The principal purposes of the Collaborative on Academic Careers in Higher Education (COACHE) survey are two-fold: (1) to enlighten academic leaders about the experiences and concerns of full-time, tenure-track faculty; and (2) to provide data that lead to informed discussions and appropriate actions to improve the quality of work/life for those faculty. Over time, we hope these steps will make the academy an even more attractive and equitable place for talented scholars and teachers to work.

The core element of COACHE is a web-based survey designed and tested in focus groups and a rigorous pilot study with twelve sites (see *Survey Design* below). The survey asked full-time tenure-track faculty to rate the attractiveness of various terms and conditions of employment and to assess their own level of work satisfaction. While there are many faculty surveys, the COACHE instrument is unique in that it was designed expressly to take account of the concerns and experiences of full-time, pre-tenure, tenure-track faculty, especially with regard to the promotion and tenure process, work-family balance, and organizational climate and culture.

This COACHE Tenure-Track Job Satisfaction Survey provides academic leaders with a powerful lever to enhance the quality of work life for pre-tenure faculty. Each report provides not only interesting data, but also actionable diagnoses. The data are a springboard to workplace improvements, more responsive policies and practices, and an earned reputation as a great place for pre-tenure faculty to work.

Survey design

The chief aim in developing the COACHE Tenure-Track Faculty Job Satisfaction Survey was to assess, in a comprehensive and quantitative way, pre-tenure faculty's work-related quality of life. The survey addresses multiple facets of job satisfaction and includes specific questions that would yield unambiguous, actionable data on key policy-relevant issues. The COACHE instrument was developed and validated in stages over a period of several years.

First, six focus groups were conducted with a total of 57 tenure-track faculty to learn how they view certain work-related issues, including specific institutional policies and practices, work climate, the ability to balance professional and personal lives, issues surrounding tenure, and overall job satisfaction.

Drawing from the focus groups, prior surveys on job satisfaction among academics and other professionals, and consultation with Harvard University and advisory board experts on survey development, COACHE researchers developed a web-based survey prototype that was then tested in a pilot study of 1,188 pre-tenure faculty members at 12 institutions.

COACHE solicited feedback about the survey by conducting follow-up interviews with a sub-sample of the respondents of the pilot study. The survey was revised in light of this feedback. The current version of the survey was revised further, taking into account feedback provided by respondents in survey administrations since the pilot study.

Survey administration

All eligible subjects at participating institutions were invited to complete the survey. Eligibility was determined according to the following criteria:

- Full-time
- Tenure-track/ladder rank
- Pre-tenure
- Hired prior to 2008 (new hires are unable to respond meaningfully to many questions)
- Not clinical faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year after being denied tenure

See "Descriptive data" in your report for response rates at your institution by gender and by race.

Subjects first received a letter about the survey from a senior administrator (e.g., president, provost, or dean) at their institution. Next, subjects received an email from COACHE (coache@gse.harvard.edu) inviting them to complete the survey. Over the course of the survey administration period, three automated reminders were sent via email to all subjects who had not completed the survey.

Participants accessed a secure web server through their own unique link provided by COACHE and responded to a series of multiple-choice and open-ended questions (see *Appendix B*). The average survey completion time was approximately 20 minutes.

Data conditioning

For a participant's responses to be included in the data set, s/he had to provide at least one meaningful response beyond the demographic section of the instrument. The responses of faculty who either terminated the survey before completing the demographic section or chose only N/A or Decline to Respond for all questions were removed from the data set. The impact of such deletions, however, is relatively small: on average, greater than 90 percent of respondents who enter the COACHE survey go on to complete it in its entirety.

In responses to open-ended questions, individually-identifying words or phrases that would compromise the respondent's anonymity were either excised or emended by COACHE analysts. Where this occurred, the analyst substituted that portion of the original response with brackets containing an ellipsis or alternate word or phrase (e.g., [...] or [under-represented minority]).

DEFINITIONS

Academic area

This analysis is the result of our efforts to categorize faculty at all COACHE universities into discrete "academic areas" to compare survey responses across institutions. These definitions arose from a review of structural designations (i.e., schools and colleges, which differ from campus to campus) and CIP codes (which are too narrowly defined for meaningful reporting).

As there is currently no uniform system of nomenclature among the schools and colleges of COACHE institutions, we hope that the following 12 academic areas strike a useful—if imperfect—compromise suitable for this analysis:

Humanities

Visual and Performing Arts

Social Sciences

Physical Sciences

Biological Sciences

Engineering, Computer Science, Mathematics, and Statistics

Agriculture, Natural Resources, and Environmental Science

Business

Education

Health and Human Ecology

Medical Schools and Health Professions

Other Professions, including (among others) Architecture, Journalism, Law, Library

If the COACHE Survey produced fewer than five faculty responses in a given academic area at your institution, your report omits that group from the Mean Comparisons and Frequency Distribution tables.

Data weighting or "weight scale"

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data set of subgroups defined by race and gender (e.g., White males, Asian females, etc.). Applying these weights to the data thus allowed the relative proportions of subgroups in the data set for each institution to more accurately reflect the proportions in that institution's actual population of pre-tenure faculty. (See "Descriptive Data" in your report for your institution's weight scale.)

Faculty of color

Any respondent identified by his or her institution or self-identifying in the survey as non-White.

n < 5

To protect the identity of respondents and in accordance with procedures approved by Harvard University's Committee on the Use of Human Subjects, cells with fewer than five data points (i.e., mean scores for questions that were answered by fewer than five faculty from a subgroup within an institution) are not reported. Instead, "n < 5" will appear as the result.

Percentage difference (% diff)

In reporting comparisons of means, many studies express the result as a percentage difference based on one of the subgroup means. For example, if females (group1) rated clarity of the tenure criteria at 2.40 on a five-point scale, and males (group2) rated the same dimension at 2.00, one might report that "women find tenure criteria 20 percent clearer than do men."

group1 - group2 group2

By this method, however, the same difference in rating (0.40) at the higher end of the five-point scale would seem narrower if expressed as a percentage. If we compare a female (group1) mean of 4.40 against a male (group2) mean of 4.00, we find just 10 percent difference—half the difference of our earlier example—even though the absolute difference between the results is the same. Thus, using a variable divisor (group2) exaggerates differences at the low end of a scale, or conversely, mutes differences at the high end of a scale.

COACHE Guide to your report

Another problem caused by this method is that the percentage value of the difference changes depending on how you express the comparison: "Women find tenure clarity 20 percent clearer than do men," but "Men find tenure clarity 16.7 percent less clear than do women."

Still, expressing comparative results as a percentage is a universal method of deciding whether or not a difference is "important," "practical," or "meaningful." Therefore, your COACHE report expresses differences as a percentage of the *range* on our five point scale.

group1 - group2 scale high - scale low

To cite the examples above, the 0.40 that separates female and male results—whether at the low or high end of the scale—will always be 10 percent of the range of possible clarity responses, or 5 - 1 = 4. Likewise, a 10 percent difference always translates into a 0.40 difference in means.

Arguably, the fixed divisor could be the number (5), not the range (4) of responses. We provide your data in a format allowing you to substitute your own assumptions. (Be aware that such a change will make smaller the relative differences between groups.) However, we believe that these assumptions strengthen the consistency of the analysis from item to item across the dimensions of the survey.

Response rate

The percent of all eligible pre-tenure faculty, by gender and by race, whose responses, following the data conditioning process, were deemed eligible to be included in this analysis. These response rates determine the weight scale used to balance the sample.

Please contact COACHE with any additional questions about methodology and definitions, about survey administration, or about any aspects of this institutional report.

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COACHE

Tenure-Track Faculty Job Satisfaction Survey Executive Summary



The Collaborative on Academic Careers in Higher Education

EXECUTIVE SUMMARY

Areas of strength

Your faculty's ratings of the following survey dimensions placed your institution **first or second (out of six) compared to peers and in the top quartile** compared to all comparable COACHE participants. We recommend sharing these findings (e.g., in job postings, with search committees and prospective faculty) as compelling aspects of your institution as a workplace.

Tenure practices

clarity of tenure process

clarity of tenure criteria

clarity of tenure standards

clarity of tenure body of evidence

clarity of sense of achieving tenure

consistent messages about tenure from tenured colleagues

upper limit on committee assignments

Tenure expectations: Clarity

clarity of expectations: scholar

clarity of expectations: advisor

clarity of expectations: member of community

Tenure expectations: Reasonableness

reasonableness of expectations: scholar

reasonableness of expectations: advisor

reasonableness of expectations: member of community

Nature of the work: Teaching

quality of graduate students

Work and home

paid/unpaid personal leave

colleagues make raising children and tenure-track compatible

ability to balance between professional and personal time

Climate, culture, collegiality

fairness of immediate supervisor's evaluations

opportunities to collaborate with tenured faculty

amount of professional interaction with tenured colleagues

Global satisfaction

would again choose to work at this institution

overall rating of institution

Areas of concern

Your faculty's ratings of the following survey dimensions placed your institution **fifth or sixth (out of six) compared to peers and in the bottom quartile** compared to all comparable COACHE participants. We recommend targeting these areas for intervention.

Nature of the work: Research

travel funds

Work and home

childcare

Climate, culture, collegiality

amount of personal interaction with tenured colleagues amount of personal interaction with pre-tenure colleagues

Improving trends

Compared to your prior survey results, the following dimensions appear to have improved to an extent you might consider meaningful (i.e., by five percent or more).

Tenure practices

consistent messages about tenure from tenured colleagues tenure decisions based on performance

Nature of the work: Overall

quality of facilities

amount of access to TA's, RA's, etc.

Nature of the work: Research

paid/unpaid research leave

Work and home

stop-the-clock

spousal/partner hiring program

paid/unpaid personal leave institution makes having children and tenure-track compatible institution makes raising children and tenure-track compatible colleagues make having children and tenure-track compatible colleagues make raising children and tenure-track compatible ability to balance between professional and personal time

Climate, culture, collegiality

amount of professional interaction with tenured colleagues intellectual vitality of tenured colleagues

Compensation and benefits

compensation

Global satisfaction

institution as a place to work CAO cares about quality of life for pre-tenure faculty overall rating of institution

Worsening trends

Compared to your prior survey results, the following dimensions appear to have worsened to an extent you might consider meaningful (i.e., by five percent or more).

Tenure practices

upper limit on committee assignments

Tenure expectations: Clarity

clarity of expectations: scholar clarity of expectations: advisor

clarity of expectations: campus citizen

Tenure expectations: Reasonableness

reasonableness of expectations: scholar reasonableness of expectations: teacher reasonableness of expectations: advisor

reasonableness of expectations: colleague in department

reasonableness of expectations: campus citizen

reasonableness of expectations: member of community

Nature of the work: Research

travel funds

Climate, culture, collegiality

peer reviews of teaching or research informal mentoring

Benchmarks





The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

This table summarizes your mean results for each survey dimension. The overall mean is shown. In the "vs others" column, a green arrow signifies that your institution places **first or second amongst peers** and **in the top quartile overall**; a red arrow indicates that you ranked **fifth or sixth amongst peers** and **the bottom quartile overall**. In all other columns, the arrows demonstrate that the mean is better (green) or worse (red) than the comparable group's mean**by 10 percent or more**.

			OVERALL RESULTS			SUBGROUPS	
	ITEM	NAME	mean	vs others	vs prior	females	faculty of color
	Q19	clarity of tenure process	3.93				
	Q20	clarity of tenure criteria	3.80	A			
	Q21	clarity of tenure standards	3.45	<u> </u>			
	Q22	clarity of tenure body of evidence	3.76	A			
	Q23	clarity of sense of achieving tenure	3.75	A			
	Q24A	clarity of expectations: scholar	3.88	A			
	Q24B	clarity of expectations: teacher	3.71				
	Q24C	clarity of expectations: advisor	3.34	A			
R	Q24D	clarity of expectations: colleague in department	3.27				
\supseteq	Q24E	clarity of expectations: campus citizen	2.94				
TENURE	Q24F	clarity of expectations: member of community	3.07	A			
	Q25A	reasonableness of expectations: scholar	3.88	A			
	Q25B	reasonableness of expectations: teacher	3.84		▼		
	Q25C	reasonableness of expectations: advisor	3.67	A	V		
	Q25D	reasonableness of expectations: colleague in department	3.50		▼		
	Q25E	reasonableness of expectations: campus citizen	3.42		▼		
	Q25F	reasonableness of expectations: member of community	3.48	A			
	Q26	consistent messages about tenure from tenured colleagues	3.44	A	A		
	Q27A	tenure decisions based on performance	3.91		A		
	Q28	way you spend your time as a faculty member	3.80				
	Q28B	number of hours you work as a faculty member	3.52		A		
	Q29A	level of courses you teach	4.17				
	Q29B	number of courses you teach	4.10				
×	Q29C	degree of influence over which courses you teach	4.25				
OF THE WORK	Q29D	discretion over course content	4.48				
≥	Q29E	number of students you teach	3.82				
뽀	Q29F	quality of undergraduate students	3.42			▼	▼
E	Q29G	quality of graduate students	3.81	A			
	Q30B	amount of time to conduct research	3.06				
Ä	Q30C	expectations for finding external funding	3.04				
Ë	Q30D	influence over focus of research	4.34				
NATURE	Q31	quality of facilities	3.42				
Z	Q32	amount of access to TA's, RA's, etc.	3.06			▼	
	Q33A	clerical/administrative services	3.63				
	Q33B	research services	3.28				
	Q33C	teaching services	3.55				
	Q33D	computing services	3.67				



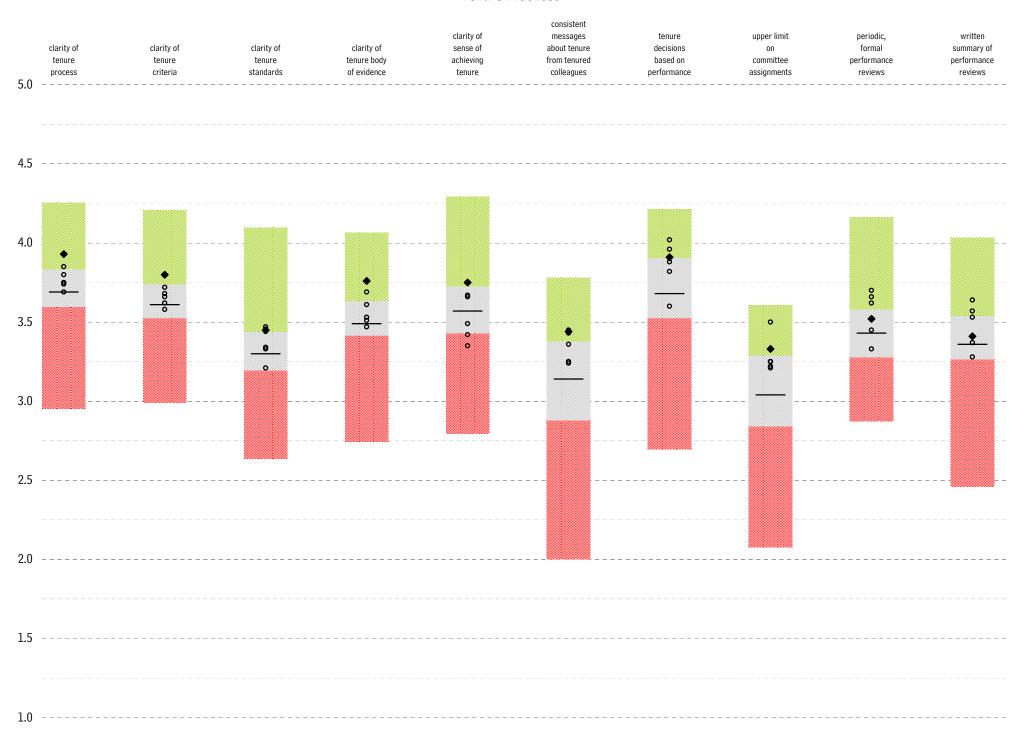
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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

This table summarizes your mean results for each survey dimension. The overall mean is shown. In the "vs others" column, a green arrow signifies that your institution places **first or second amongst peers** and **in the top quartile overall**; a red arrow indicates that you ranked **fifth or sixth amongst peers** and **the bottom quartile overall**. In all other columns, the arrows demonstrate that the mean is better (green) or worse (red) than the comparable group's mean**by 10 percent or more**.

			OVERALL RESULTS			SUBGROUPS	
	ITEM	NAME	mean	vs others	vs prior	females	faculty of color
-	Q34B1	formal mentoring	3.01				
		informal mentoring	3.50				
	Q34B3	periodic, formal performance reviews	3.52				
	Q34B4	written summary of performance reviews	3.41				
	Q34B5	professional assistance in obtaining grants	2.75				
S	Q34B6	professional assistance for improving teaching	3.30				
ES	Q34B7	travel funds	2.83	V	V		
POLICY EFFECTIVENESS	Q34B8	paid/unpaid research leave	3.11	•	•		
≥	Q34B9	paid/unpaid personal leave	3.43	A	A	_	
\Box		upper limit on committee assignments	3.33		_	•	
Ш		upper limit on teaching obligations	3.69				
出		peer reviews of teaching or research	3.15				
<u></u>		childcare	2.21	V			
읙		financial assistance with housing	2.13	▼			
ō					•		
а.		stop-the-clock	3.68		A		
		spousal/partner hiring program	2.58		- 1-		
		elder care	2.88		n/a		•
		tuition waivers	1.81		n/a		_
		modified duties for parental or other family reasons	3.01		n/a	▼	
		part-time tenure-track position	2.62		n/a	_	
	Q35A	institution makes having children and tenure-track compatible	3.22		A	▼	
	Q35B	institution makes raising children and tenure-track compatible	3.04				
	Q35C	colleagues make having children and tenure-track compatible	3.69		A	▼	
≥	Q35D	colleagues make raising children and tenure-track compatible	3.76				
Ţ	Q35E	colleagues are respectful of efforts to balance work/home	4.01		n/a		
Ϋ́	Q36	compensation	3.38				
COLLEGIALITY	Q37	ability to balance between professional and personal time	3.04	A		▼	
7	Q38A	fairness of immediate supervisor's evaluations	4.18	<u> </u>			
္ပ	Q38B	interest tenured faculty take in your professional development	3.54				
	Q38C	opportunities to collaborate with tenured faculty	3.56	A		▼	
CULTURE,	Q38D	value faculty in your department place on your work	3.66		n/a		
F.	Q39A	amount of professional interaction with tenured colleagues	3.66	A		▼	
5	Q39B	amount of personal interaction with tenured colleagues	3.50	▼			
_	Q39C	amount of professional interaction with pre-tenure colleagues	3.89				
Щ	Q39D	amount of personal interaction with pre-tenure colleagues	3.83	▼			
₹	Q40	how well you fit	3.76				
CLIMATE,	Q41	intellectual vitality of tenured colleagues	3.53	A	n/a		
ပ	Q41A	intellectual vitality of pre-tenure colleagues	4.08		n/a		
	Q41B	participation in governance of institution	3.75		n/a		
	Q41C	participation in governance of department	3.91		n/a		
	Q42	on the whole, institution is collegial	4.23		n/a		
	Q45A	department as a place to work	3.96				
AL	Q45B	institution as a place to work	3.72				
)B	Q46B	CAO cares about quality of life for pre-tenure faculty	3.34			▼	
GLOBAL	Q48	would again choose to work at this institution	4.16	A			
0	Q50	overall rating of institution	3.96				
			3.00	_			

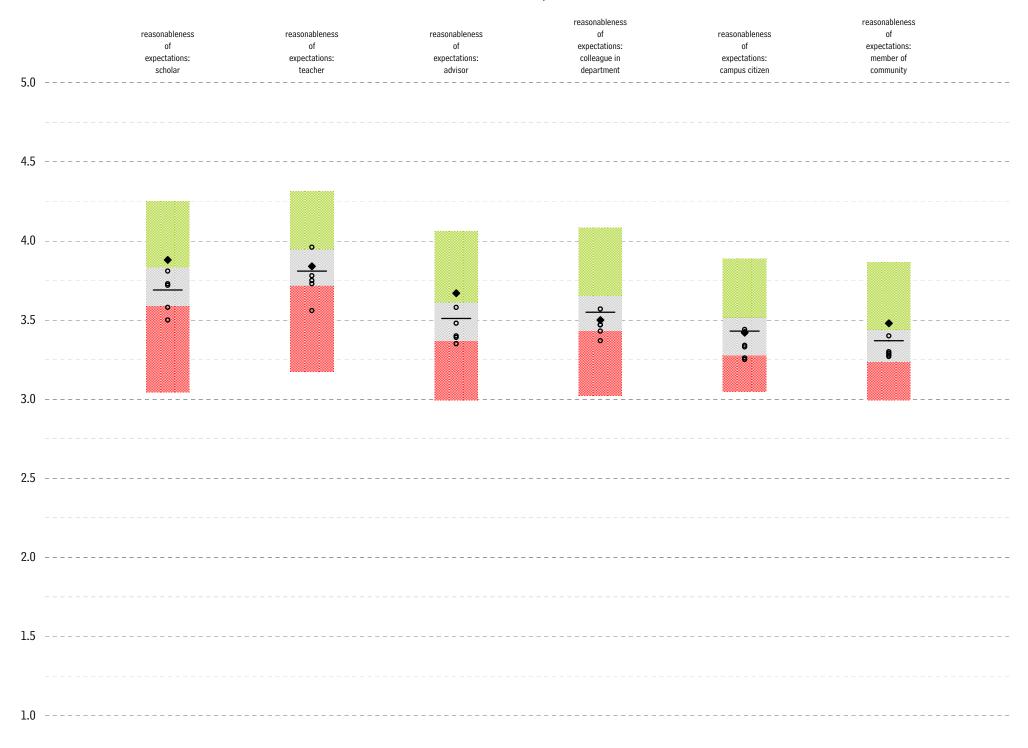
Tenure Practices



Tenure Expectations: Clarity



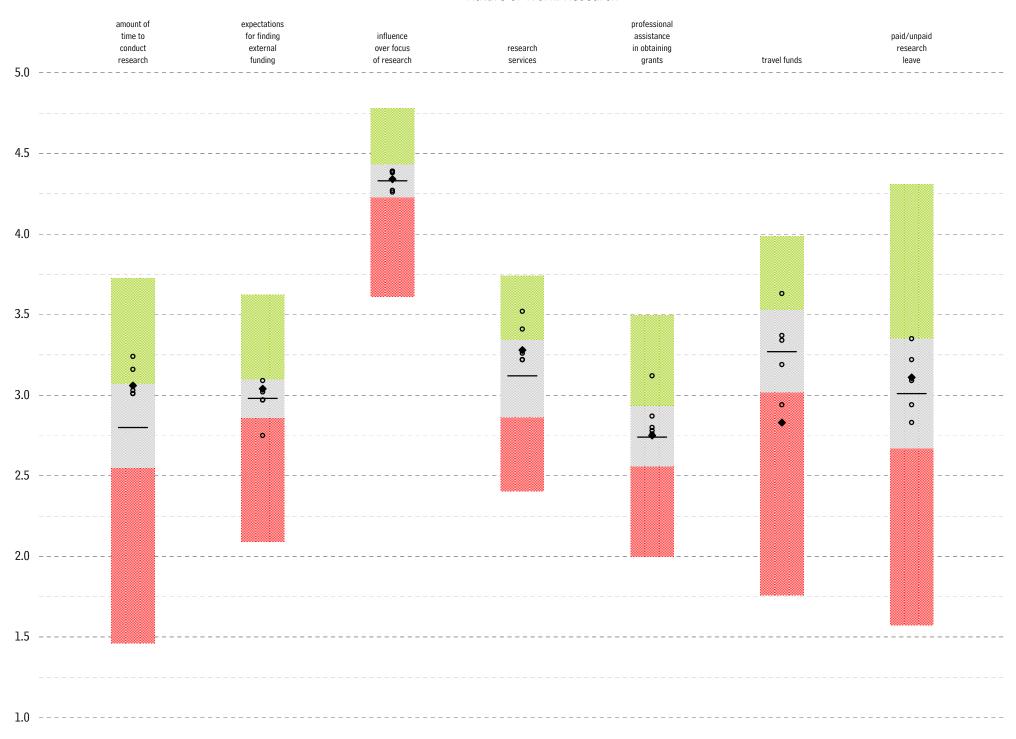
Tenure Expectations: Reasonableness



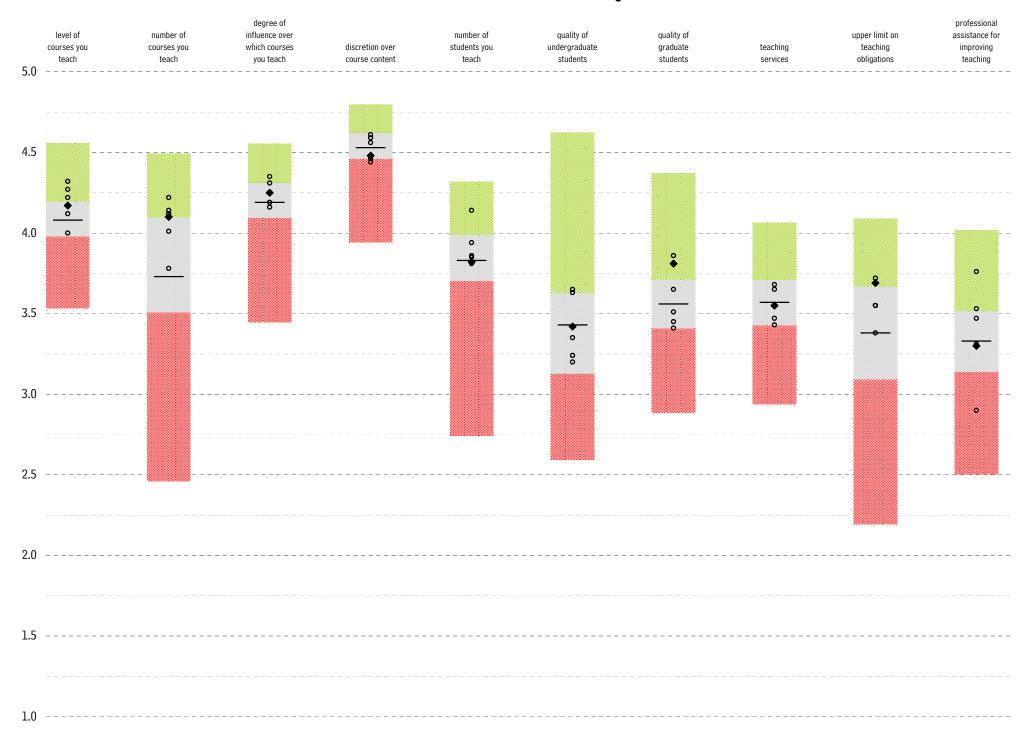
Nature of Work: Overall



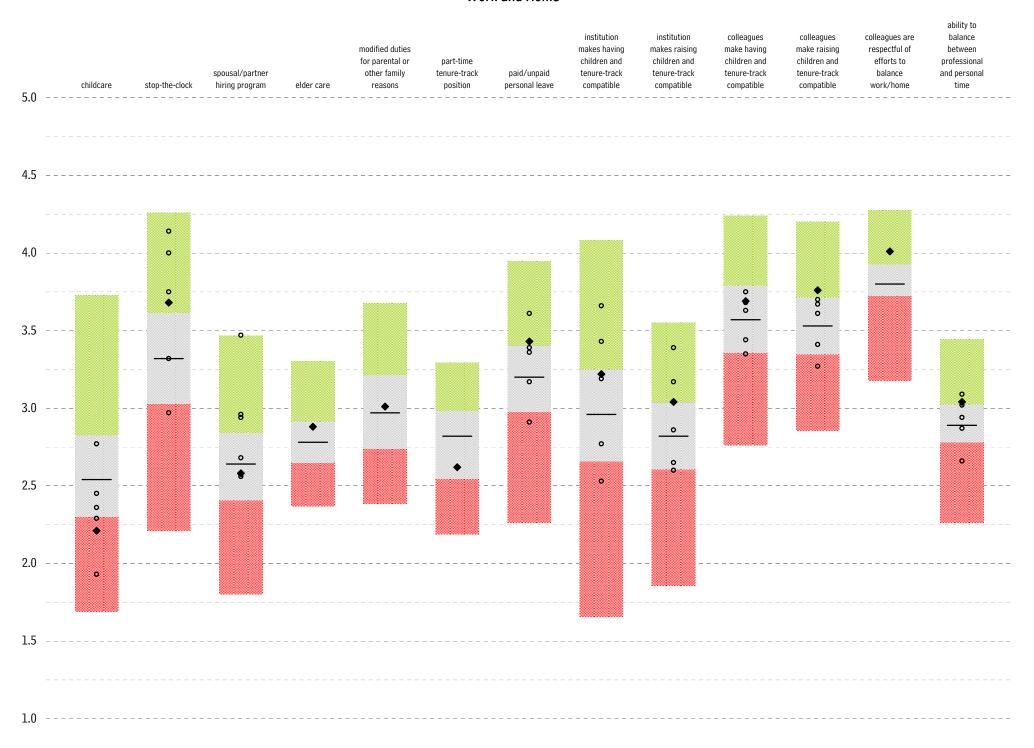
Nature of Work: Research



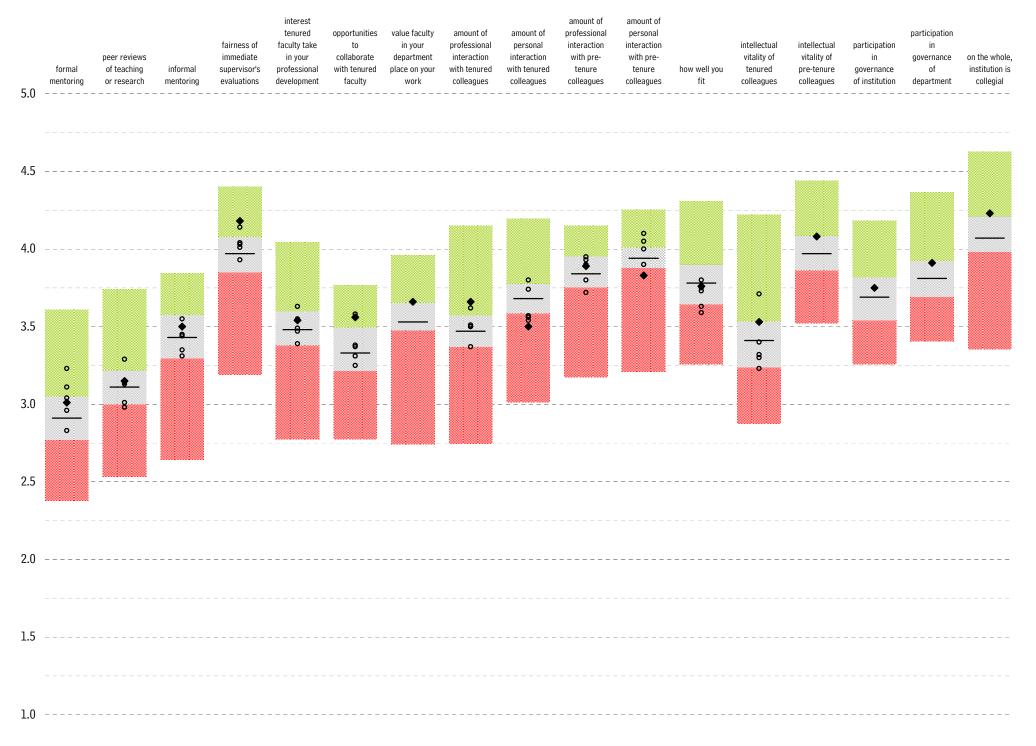
Nature of Work: Teaching



Work and Home



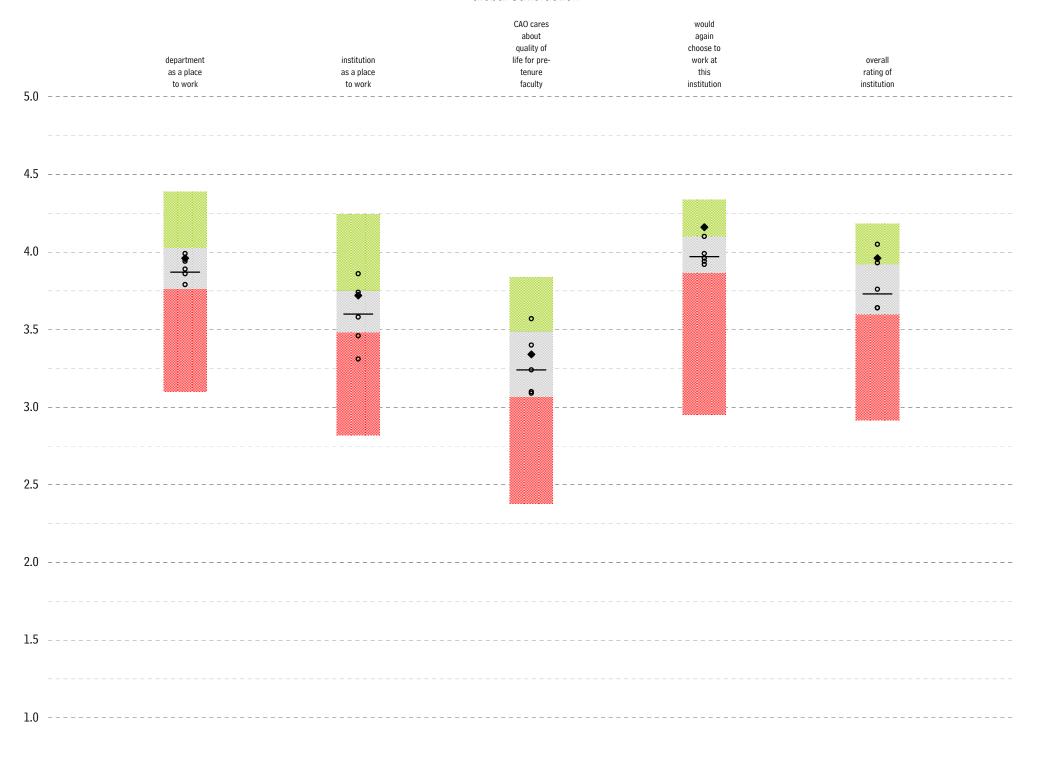
Climate, Culture, Collegiality



Compensation and Benefits



Global Satisfaction





The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

Table 1. Policies rated by faculty as important and effective

This table shows, for each of 20 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important* or very *important* to their success, and effective or very effective. The policies and practices with the highest percent of faculty with this response pattern can be viewed as exemplars of successful policies at your institution.

		At Your Institutition				
Policy/Practice	Valid <i>n</i>	Overall	Males	Females	White Faculty	Faculty of Color
An upper limit on teaching obligations	128	64% ()	62% ()	67% ()	64% ()	63% ()
Periodic, formal performance reviews	142	61% (1)	63% (1)	58% (1)	62% (1)	58% (2*)
Informal mentoring	136	57% (2)	60% (2)	52% (3*)	58% (2)	53% (4)
Stop-the-clock for parental or other family reasons	68	53% (3)	51% (3)	55% (2)	47% (4)	65% (1)
Written summary of periodic performance reviews	136	49% (4)	47% (4)	52% (3*)	49% (3)	49% (5)
Professional assistance for improving teaching	119	43% (5)	42% (5)	46% (5)	36% (9)	58% (2*)
Peer reviews of teaching or research/creative work	136	41% (6)	41% (6)	42% (6*)	40% (7)	45% (6)
Paid or unpaid personal leave	85	40% (7*)	39% (8)	42% (6*)	41% (5*)	39% (7)
An upper limit on committee assignments for tenure-track faculty	115	40% (7*)	40% (7)	39% (8)	41% (5*)	37% (9)
Paid or unpaid research leave	88	36% (9)	34% (9*)	38% (9)	38% (8)	31% (10)
Travel funds to present papers or conduct research	143	32% (10)	34% (9*)	31% (10)	30% (11)	38% (8)
Formal mentoring program	135	26% (11)	31% (11)	18% (12)	31% (10)	14% (13)
Professional assistance in obtaining externally funded grants	132	23% (12)	19% (13)	29% (11)	22% (12)	25% (11)
Modified duties for parental or other family reasons (e.g., course release)	57	21% (13)	24% (12)	16% (13)	19% (13)	24% (12)
Spousal/partner hiring program	74	13% (14)	12% (14)	15% (14)	15% (14)	8% (17)
Childcare	71	8% (15)	6% (15)	11% (15*)	6% (15)	10% (16)
Elder care	43	7% (16)	4% (16)	11% (15*)	4% (16)	13% (14)
Tuition waivers (e.g., for child, spouse/partner)	84	5% (17)	2% (17*)	9% (17)	2% (18)	12% (15)
Part-time tenure-track position	48	2% (18)	0% (19)	4% (18)	3% (17)	0% (19)
Financial assistance with housing	84	1% (19)	2% (17*)	0% (19)	0% (19)	3% (18)

Table 2. Policies rated by faculty as important, but ineffective

This table shows, for each of 20 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) at your institution. The policies and practices with the highest percent of faculty with this response pattern should be targeted for improvement.

		At Your Insitutition				
Policy/Practice	Valid <i>n</i>	Overall	Males	Females	White Faculty	Faculty of Color
Tuition waivers (e.g., for child, spouse/partner)	84	74% ()	80% ()	65% ()	75% ()	73% ()
Childcare	71	54% (1)	50% (1)	63% (1)	57% (1)	50% (3)
Travel funds to present papers or conduct research	143	45% (2*)	41% (3)	51% (4)	48% (2)	36% (7)
Modified duties for parental or other family reasons (e.g., course release)	57	45% (2*)	34% (6)	59% (2)	46% (3*)	42% (4)
Professional assistance in obtaining externally funded grants	132	44% (4*)	36% (5)	57% (3)	46% (3*)	39% (5)
Spousal/partner hiring program	74	44% (4*)	39% (4)	50% (5)	41% (5)	51% (2)
Financial assistance with housing	84	42% (6)	42% (2)	43% (7)	35% (7)	54% (1)
An upper limit on committee assignments for tenure-track faculty	115	35% (7)	32% (7)	39% (9*)	40% (6)	24% (13)
Paid or unpaid research leave	88	34% (8)	31% (8)	39% (9*)	33% (8)	37% (6)
Part-time tenure-track position	48	33% (9)	17% (13)	48% (6)	32% (9)	34% (9)
Formal mentoring program	135	31% (10)	25% (11)	41% (8)	29% (11)	35% (8)
Elder care	43	29% (11)	29% (9)	30% (11)	31% (10)	26% (10*)
Peer reviews of teaching or research/creative work	136	24% (12)	26% (10)	23% (13)	24% (12)	26% (10*)
Written summary of periodic performance reviews	136	17% (13*)	15% (14)	20% (16)	13% (16*)	26% (10*)
An upper limit on teaching obligations	128	17% (13*)	18% (12)	15% (17)	15% (14)	21% (14)
Informal mentoring	136	15% (15*)	11% (17)	21% (14*)	13% (16*)	20% (15*)
Paid or unpaid personal leave	85	15% (15*)	6% (19)	28% (12)	14% (15)	17% (17)
Stop-the-clock for parental or other family reasons	68	13% (17*)	14% (15)	13% (19)	16% (13)	9% (18*)
Periodic, formal performance reviews	142	13% (17*)	12% (16)	14% (18)	10% (19)	20% (15*)
Professional assistance for improving teaching	119	12% (19)	7% (18)	21% (14*)	13% (16*)	9% (18*)

Note: The values in parenthesis indicate the vertical rank of that response. A '*' indicates a tie.



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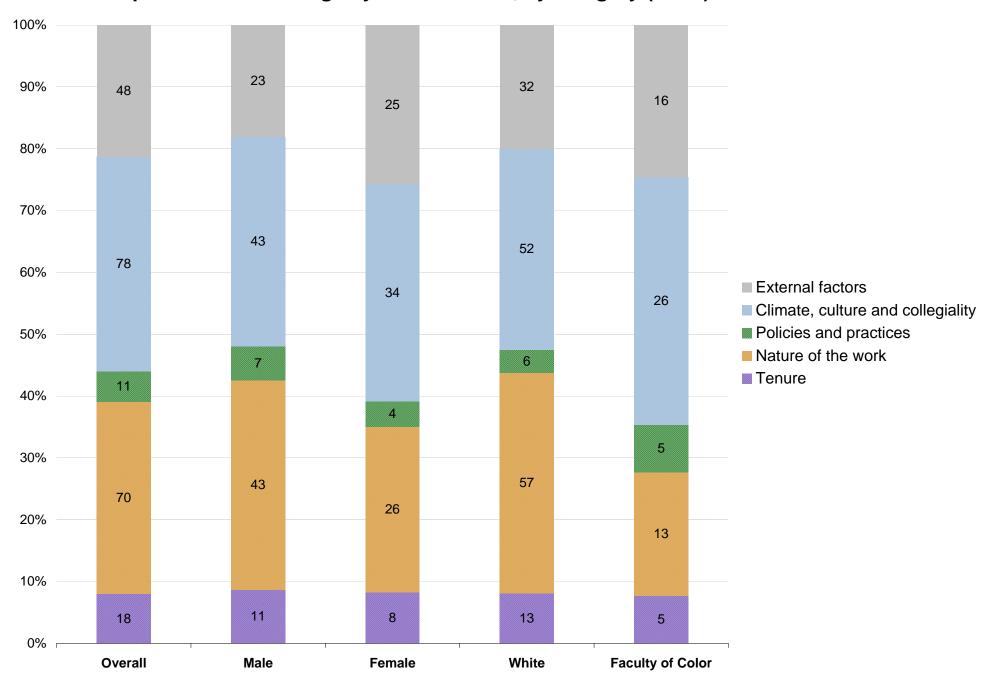
Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

Most frequently cited best aspects about working at your institution (Q44a)

of institutions where item ranked among the top four responses

	inequently energical about working at your manufaction (444a)			among the top four responses			
	rank	category	name	Selected peers	All comparables		
	1	external factors	geographic location	2	42		
Overall	2	climate, culture and collegiality	quality of colleagues	3	56		
Ove	3	climate, culture and collegiality	my sense of "fit" here	4	62		
	3	climate, culture and collegiality	support of colleagues	2	53		
	1	external factors	geographic location	2	48		
Male	2	climate, culture and collegiality	quality of colleagues	5	60		
Ĕ	3	climate, culture and collegiality	my sense of "fit" here	5	68		
	4	nature of the work	academic freedom	2	36		
	1	external factors	geographic location	2	42		
σ	2	climate, culture and collegiality	quality of colleagues	2	52		
Female	3	climate, culture and collegiality	support of colleagues	4	57		
۳ [4	climate, culture and collegiality	my sense of "fit" here	2	57		
	4	nature of the work	academic freedom	2	31		
£	1	external factors	geographic location	2	46		
Facul	2	climate, culture and collegiality	my sense of "fit" here	4	67		
White Faculty	3	nature of the work	academic freedom	2	30		
\$	3	climate, culture and collegiality	quality of colleagues	3	61		
	1	external factors	geographic location	2	40		
Coloi	2	climate, culture and collegiality	quality of colleagues	3	45		
Faculty of Color	3	climate, culture and collegiality	support of colleagues	2	46		
Facul	4	nature of the work	academic freedom	3	33		
_	4	climate, culture and collegiality	my sense of "fit" here	4	47		

Best aspects about working at your institution, by category (Q44a)





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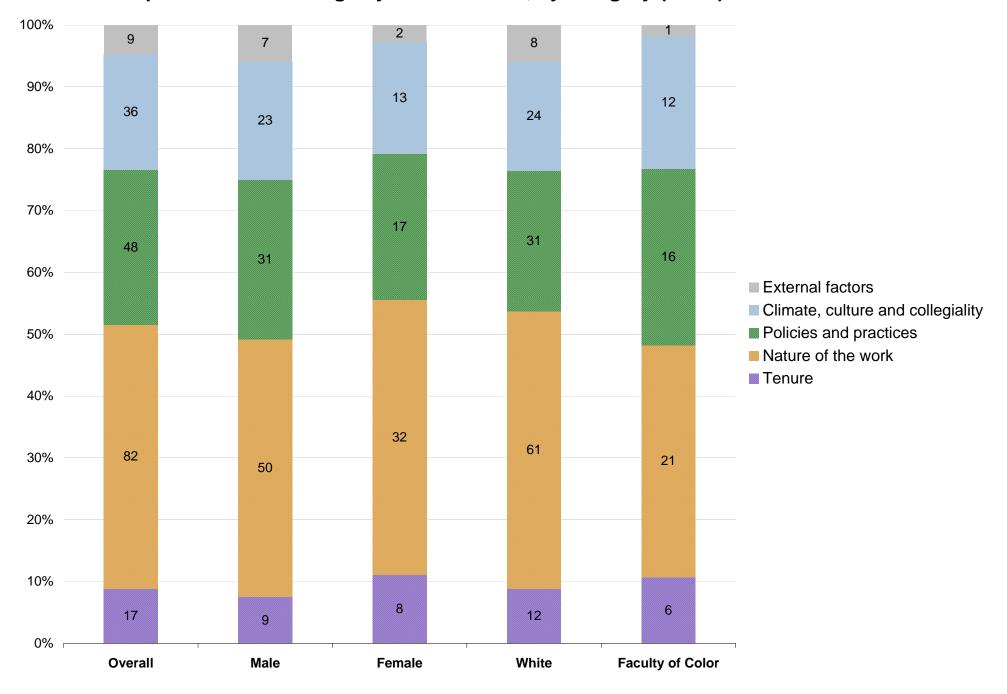
Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

Most frequently cited worst aspects about working at your institution (Q44b)

of institutions where item ranked among the top four responses

	- 1	·	among the top four responses			
	rank	category	name	Selected peers	All comparables	
	1	nature of the work	lack of assistance for grant proposals	2	7	
Overall	1	policies and practices	compensation	4	55	
Ove	3	nature of the work	quality of graduate students	4	25	
	4	nature of the work	quality of facilities	3	23	
	1	nature of the work	lack of assistance for grant proposals	2	12	
Male	2	policies and practices	compensation	5	54	
Ma	3	nature of the work	quality of graduate students	4	37	
	4	nature of the work	lack of support for research/creative work (e.g., leave)	0	31	
	1	nature of the work	teaching load	0	33	
	2	nature of the work	quality of facilities	2	18	
ale	3	nature of the work	quality of graduate students	2	14	
Female	4	nature of the work	lack of assistance for grant proposals	0	4	
	4	policies and practices	compensation	2	41	
	4	nature of the work	quality of undergraduate students	0	6	
<u>.</u>	1	nature of the work	lack of assistance for grant proposals	0	5	
acul	2	nature of the work	quality of graduate students	2	22	
White Faculty	3	policies and practices	compensation	5	55	
3	3	nature of the work	quality of facilities	3	27	
<u>o</u>	1	policies and practices	compensation	3	46	
of Co	2	nature of the work	teaching load	1	33	
Faculty of Color	3	climate, culture and collegiality	opportunities to collaborate with colleagues	1	5	
Fac	4	nature of the work	lack of assistance for grant proposals	1	12	
_	_					

Worst aspects about working at your institution, by category (Q44b)



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Tenure-Track Faculty Job Satisfaction Survey
Data Tables and Other Results



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

POPULATION DEMOGRAPHICS AND RESPONSE RATE

		Overall	Male	Female	White, non-Hispanic	Faculty of Color
North Carolina	population	259	157	102	186	73
State University	responders	149	87	62	107	42
State University	response rate	58%	55%	61%	58%	58%
	population	1415	771	644	955	460
All selected peers	responders	801	469	332	569	232
	response rate	57%	61%	52%	60%	50%
	population	15055	8600	6449	10672	4266
All comparables*	responders	8931	4862	4069	6549	2373
	response rate	59%	57%	63%	61%	56%

^{*}Due to some missing gender and race/ethnicity data, the total numbers of males and females, and of white faculty and faculty of color, do not sum to the total populations.

DATA WEIGHT SCALE

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data set of subgroups defined by gender and race/ethnicity. Applying these weights to the data allows the relative proportions of subgroups in the data set for each institution to reflect more accurately the proportions in that institution's actual population of faculty.

	American Indian or Native Alaskan	Asian, Asian American, or Pacific Islander	White, non- Hispanic	Black or African American	Hispanic or Latino	Multiracial or Other
Male	N/A	0.8689	1.0541	1.4747	1.4747	1.4747
Female	N/A	0.7629	0.9255	1.2947	1.2947	1.2947

SELECTED PEER INSTITUTIONS

Your institution selected five institutions as peers against whom to compare your survey results. The results of COACHE survey administration at these peer institutions are included throughout this report in the aggregate or, when cited individually, in a randomized order. Your peer institutions are:

- Clemson University
- University of Illinois at Urbana-Champaign
- University of Missouri-Columbia
- University of Tennessee
- Virginia Polytechnic Institute and State University

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Tenure-Track Faculty Job Satisfaction Survey Demographics



tem	theme	name	description	response scale	Your insti	%	All selected	%	All compa Count	######################################
em	шете	name	description	Doctorate (Ph.D., J.D., M.D. etc.)	143	96%	766	96%	8344	94
			NAME of the Little of Lance of the con-	Master's	6	4%	30	4%	539	
23	demographics	highest degree	What is the highest degree you have earned?	Bachelor's	0	0%	1	0%	17	(
			earrieur	Associate's	0	0%	0	0%	0	(
				Other	0	0%	2	0%	9	(
Q5	demographics	postdoctoral	Did you hold a postdoctoral appointment?	Yes	58	39%	332	42%	3274	37
	- domograpmoo	appointment	Dia you note a postaboloral appointment.	No	89	61%	463	58%	5544	60
Q6a	demographics	first tenure-track	Is this your first tenure-track appointment?	Yes	126	85%	687	86%	7239	8
	<u> </u>	appointment		No	23	15%	111	14%	1643	19
				1 year or less	2 7	9%	19	17%	190	12
		veere of tonure	How many years on the tenure track did you	2 years 3 years	4	31% 17%	23 17	21% 16%	330 280	20 17
26b	demographics	years of tenure elsewhere	complete elsewhere? [BASE: Not first	4 years	2	10%	20	18%	248	15
		oloowiio.o	tenure-track appointment]	5 or more years	5	25%	23	21%	366	23
				Full tenure	2	9%	8	7%	208	13
			Did your current faculty appointment begin	Yes	7	32%	35	32%	582	36
Q6d	demographics	prior service	with credit for prior service elsewhere? [BASE: Not first tenure-track appointment]							
				No	15	68%	72	68%	1016	64
			How many years of credit for prior service	1 year or less	0	0% 0%	12	37% 33%	114	2
Q6e	demographics	years of credit for	did you receive? [BASE: Not first tenure- track appointment. Current faculty	2 years	4	69%	11 5	16%	182 135	34 25
206	demographics	prior service	appointment began with credit for prior	3 years 4 years	1	16%	4	11%	50	2
			service elsewhere.]	5 or more years	1	14%	1	3%	55	10
			•	2008	1	1%	10	1%	59	
				2007	43	29%	93	12%	918	1
				2006	31	21%	157	20%	1122	1
				2005	26	17%	183	23%	1431	1
			Please indicate the year in which your	2004	14	10%	145	18%	1646	1
27	demographics	year of appointment	Please indicate the year in which your current faculty appointment began:	2003	29	19%	80	10%	1366	1
			current lacuity appointment began.	2002	4	3%	61	8%	977	1
				2001	0	0%	51	6%	700	
				2000	0	0%	14	2%	388	
				1999	0	0%	2	0%	135	
				Before 1999	0	0%	1	0%	117	
				Professor (or "Full Professor")	0	0%	2	0%	33	
		1	MI	Associate Professor	9	6%	32	4%	694	
28	demographics	rank	What is your rank?	Assistant Professor	139	93%	765	96%	8156	,
				Instructor/Lecturer Other	1	1% 0%	0 1	0% 0%	6 29	
			Do you hold a joint appointment (formal	Yes	9	6%	73	9%	831	
Q 9	demographics	joint appointment	responsibilities in more than one							
			department)?	No	140	94%	722	91%	8046	9
				American Indian or Native Alaskan	0	0%	4	1%	66	
				Asian, Asian-American, or Pacific Islander	24	16%	155	19%	1353	
				White (non-Hispanic)	107	72%	547	68%	6446	7
211	demographics	race/ethnicity	What is your race?	Black or African-American	8	6%	45	6%	500	
				Hispanic or Latino	4	3%	42	5%	405	
				Other	0	0%	1	0%	78	
				Multiracial	5	4%	6	1%	50	-
212	demographics	citizenship	What is your citizenship status?	U.S. citizen Non-U.S. citizen	114 32	78% 22%	563 223	72% 28%	6562 2138	
				Male	90	61%	496	62%	5169	
213	demographics	gender	What is your gender?	Female	59	39%	305	38%	3762	
				30 or younger	8	5%	45	6%	388	
				31-35	47	32%	223	29%	2302	:
14	demographics	age	In what year were you born? (Age	36-40	51	35%	274	35%	2802	
	÷ ′	.	calculated from year of birth)	41-45	23	16%	141	18%	1515	
				46 or older	18	12%	95	12%	1595	
				Less than \$30,000	0	0%	0	0%	1	
				\$30,000 to \$44,999	0	0%	10	1%	180	
15	demographics	annual salary	What is your annual salary?	\$45,000 to \$59,999	19	13%	249	32%	3110	
	acmograpmoo	annual calary	Titlat to your armout outary.	\$60,000 to \$74,999	41	28%	277	36%	2576	
				\$75,000 to \$89,999	58	39%	122	16%	1210	
				\$90,000 or above	29	20%	119	15%	1514	
				None	67	45%	390	49%	4417	
			How many children under the age of 18 live	1	26	17% 32%	175 182	22% 23%	1858 1907	
6a	demographics	children	with you at home?	2 3	48 5	32%	33	23% 4%	488	
			with you at nome?	4	2	1%	33 8	1%	106	
				5 or more	1	1%	3	0%	48	
				None	134	90%	630	80%	7360	_
				1	15	10%	138	18%	1258	
			How many other dependents (e.g., an adult	2	0	0%	11	1%	1230	
6b	demographics	other dependents	who requires your care) live with you at	3	0	0%	8	1%	49	
			home?	4	0	0%	0	0%	16	
				5 or more	0	0%	2	0%	9	
				I do not have a spouse/partner	17	12%	136	18%	1593	_
				My spouse/partner is not employed	25	17%	154	20%	1582	
7	domog	anauga caralaua	Which statement most clearly describes	My spouse/partner is employed full-time at this institution	20	14%	187	24%	1362	
17	demographics	spouse employment	your household's employment situation?	My spouse/partner is employed full-time elsewhere	70	48%	170	22%	2800	
				My spouse/partner is employed part-time at this institution	4	3%	44	6%	380	
				My spouse/partner is employed part-time elsewhere	9	6%	75	10%	863	
			Do you and your engues reside in consert-		10	110/	51	110/	615	
	domographica	spousal residence	Do you and your spouse reside in separate	1 00	12	11%	9.1	11%	615	
8	demographics		communities for work reasons?							

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Tenure-Track Faculty Job Satisfaction Survey Mean Comparisons



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

Surve	y Administratio	11 2006-09							OVE	KALL					
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selec	ted peers		All com	parables	
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	3.93	3.74	3.85	3.69	3.75	3.80	3.77	1	3.69	3.60	3.83	87
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	3.80	3.68	3.72	3.58	3.66	3.62	3.65	1	3.61	3.53	3.74	85
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	3.45	3.44	3.47	3.21	3.34	3.33	3.36	2	3.30	3.20	3.44	77
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be	3.76	3.53	3.69	3.47	3.51	3.61	3.56	1	3.49	3.42	3.63	95
Q23	tenure practices overall	clarity of sense of achieving tenure	f My sense of whether or not I will achieve tenure is	3.75	3.67	3.66	3.35	3.49	3.42	3.52	1	3.57	3.43	3.73	80
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.88	3.77	3.77	3.61	3.78	3.82	3.75	1	3.67	3.58	3.82	83
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.71	3.44	3.80	3.48	3.49	3.54	3.55	2	3.68	3.57	3.79	55
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.34	2.94	3.33	3.15	2.98	3.15	3.11	1	3.15	3.05	3.29	90
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.27	3.08	3.19	3.00	3.14	3.12	3.11	1	3.21	3.11	3.32	65
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.94	2.77	2.96	2.74	2.74	2.91	2.82	2	3.00	2.85	3.13	40
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.07	2.67	2.88	2.89	2.85	2.81	2.82	1	2.84	2.75	2.96	89

means: 1 of 100



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

									OVE						
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selec	ted peers		All com	parables	
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness		A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.88	3.72	3.73	3.50	3.81	3.58	3.67	1	3.69	3.59	3.83	79
Q25B	tenure expectations: reasonableness		A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.84	3.73	3.96	3.78	3.56	3.75	3.76	2	3.81	3.72	3.95	59
Q25C	tenure expectations: reasonableness		An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.67	3.39	3.58	3.40	3.35	3.48	3.44	1	3.51	3.37	3.61	78
Q25D	tenure expectations: reasonableness		A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.50	3.47	3.57	3.37	3.43	3.47	3.46	2	3.55	3.43	3.65	46
Q25E	tenure expectations: reasonableness	of expectations:	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.42	3.33	3.44	3.26	3.25	3.34	3.32	2	3.43	3.28	3.52	54
Q25F	tenure expectations: reasonableness		A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.48	3.28	3.40	3.29	3.27	3.30	3.31	1	3.37	3.24	3.44	78
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.44	3.45	3.43	3.25	3.24	3.36	3.35	2	3.14	2.88	3.38	78
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.91	3.88	3.96	3.82	3.60	4.02	3.86	3	3.68	3.52	3.91	77
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.80	3.73	3.74	3.70	3.82	3.69	3.74	2	3.73	3.68	3.84	63
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.49	3.37	3.60	56
	nature of work >	level of courses	The level of the courses you teach - Please indicate your level of satisfaction or	4.17	4.00	4.22	4.27	4.32	4.12	4.19	4	4.08	3.98	4.20	67

means: 2 of 100



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

	y Administratio								OVE			ì			
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selec	ted peers		25th	parables 75th	
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.10	4.01	3.78	4.14	4.12	4.22	4.05	4	3.73	3.51	4.10	76
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.25	4.19	4.25	4.35	4.31	4.16	4.25	3	4.19	4.10	4.31	63
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.48	4.46	4.59	4.56	4.61	4.44	4.53	4	4.53	4.46	4.62	33
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.82	3.86	3.94	3.81	4.14	3.85	3.92	5	3.83	3.70	3.99	44
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.42	3.35	3.63	3.24	3.20	3.65	3.41	3	3.43	3.13	3.63	60
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	3.81	3.51	3.45	3.65	3.41	3.86	3.58	2	3.56	3.41	3.71	83
Q30B	nature of work > research		The amount of time you have to conduct or research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.06	3.01	3.03	3.01	3.24	3.16	3.09	3	2.80	2.55	3.07	74
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.04	2.97	3.02	2.75	2.97	3.09	2.96	2	2.98	2.86	3.10	62
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.34	4.27	4.39	4.26	4.38	4.39	4.34	4	4.33	4.23	4.43	50
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.42	3.29	3.25	3.15	3.06	3.41	3.23	1	3.32	3.13	3.47	67
Q32	nature of work overall		The amount of access you have to Teaching s Fellows, Graduate Assistants, et al Please i. indicate your level of satisfaction or dissatisfaction with the following:	3.06	3.13	3.02	2.98	2.84	3.38	3.07	3	2.86	2.68	3.11	67

means: 3 of 100



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

nistration	1 2008-09							OVE	RALL					
			You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selec	ted peers		All com	parables	
eme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
e of work rerall	clerical/administra tive services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.63	3.48	3.81	3.51	3.42	3.69	3.58	3	3.55	3.41	3.73	60
of work > earch	research services	Research services - How satisfied are you with the quality of these support services?	3.28	3.41	3.26	3.22	3.22	3.52	3.33	3	3.12	2.86	3.34	63
of work > ching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.55	3.55	3.68	3.47	3.43	3.65	3.56	4	3.57	3.43	3.71	43
of work rerall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.67	3.69	3.47	3.58	3.63	3.51	3.58	2	3.51	3.37	3.69	73
oractice > rtance > e/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.78	3.61	3.69	3.96	4.18	3.69	3.83	3	3.81	3.66	3.95	48
oractice > rtance > e/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.27	4.20	4.14	4.27	4.23	4.18	4.20	1	4.27	4.13	4.36	56
oractice > rtance > nure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.06	4.07	4.24	4.45	4.39	4.11	4.25	6	4.17	4.07	4.29	23
oractice > rtance > nure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.97	3.99	4.19	4.31	4.32	3.96	4.15	5	4.10	3.99	4.24	21
oractice > rtance > earch	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.11	4.16	4.14	4.01	4.27	4.08	4.13	4	4.03	3.91	4.17	63
oractice > rtance > ching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.63	3.51	3.60	3.66	3.83	3.46	3.61	3	3.69	3.59	3.81	37
oractice > rtance > earch	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.41	4.38	4.36	4.45	4.56	4.30	4.41	3	4.50	4.41	4.58	27
rtance >		travel funds	travel funds research - Please rate how important or unimportant you think each would be to your	travel funds research - Please rate how important or unimportant you think each would be to your 4.41	travel funds research - Please rate how important or unimportant you think each would be to your 4.41 4.38	travel funds research - Please rate how important or unimportant you think each would be to your 4.41 4.38 4.36	travel funds research - Please rate how important or unimportant you think each would be to your 4.41 4.38 4.36 4.45	travel funds research - Please rate how important or unimportant you think each would be to your 4.41 4.38 4.36 4.45 4.56	travel funds research - Please rate how important or unimportant you think each would be to your success. 4.41 4.38 4.36 4.45 4.56 4.30	travel funds research - Please rate how important or unimportant you think each would be to your 4.41 4.38 4.36 4.45 4.56 4.30 4.41	travel funds research - Please rate how important or unimportant you think each would be to your success. 4.41 4.38 4.36 4.45 4.56 4.30 4.41 3	travel funds research - Please rate how important or unimportant you think each would be to your success. 4.41 4.38 4.36 4.45 4.56 4.30 4.41 3 4.50	travel funds research - Please rate how important or unimportant you think each would be to your success. 4.41 4.38 4.36 4.45 4.56 4.30 4.41 3 4.50 4.41	travel funds research - Please rate how important or unimportant you think each would be to your success. 4.41 4.38 4.36 4.45 4.56 4.30 4.41 3 4.50 4.41 4.58

means: 4 of 100



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

Survey	Administration	1 2006-09							OVE	KALL					
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All select	ted peers			parables	
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.13	4.07	3.89	3.98	4.03	4.17	4.03	2	4.20	4.07	4.31	34
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	2.76	3.66	3.55	3.70	3.54	3.60	3.61	1	3.69	3.59	3.80	67
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.12	4.15	4.15	4.25	4.31	4.24	4.22	6	4.25	4.15	4.34	21
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.43	4.31	4.47	4.49	4.56	4.45	4.46	5	4.52	4.43	4.61	26
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.05	3.92	3.92	4.04	4.12	3.98	4.00	2	4.02	3.93	4.10	63
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.56	3.39	3.52	3.58	3.34	3.51	3.47	2	3.48	3.31	3.66	61
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.00	2.95	2.82	2.87	2.65	2.80	2.82	1	3.26	2.93	3.54	34
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.97	3.92	3.74	3.81	3.70	3.83	3.80	1	3.87	3.74	4.02	66
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.55	3.71	3.63	3.70	3.34	3.85	3.65	5	3.52	3.34	3.72	48
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.09	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.01	2.93	3.09	76
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.93	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.72	3.91	81

means: 5 of 100



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

	1 2006-09							OVE	i					
			You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All select					
theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile
policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.80	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.71	3.57	3.82	62
policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.82	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.84	2.75	2.93	49
policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.01	3.23	2.83	3.04	3.11	2.96	3.03	4	2.91	2.77	3.05	70
policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.50	3.45	3.35	3.55	3.31	3.44	3.42	2	3.43	3.30	3.58	65
policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.52	3.33	3.66	3.70	3.62	3.45	3.55	4	3.43	3.28	3.58	66
policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.41	3.28	3.57	3.64	3.53	3.37	3.48	4	3.36	3.27	3.54	56
policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.75	3.12	2.87	2.76	2.80	2.78	2.87	6	2.74	2.56	2.94	52
policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.30	3.31	3.76	3.53	2.90	3.47	3.39	5	3.33	3.14	3.52	41
policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.83	2.94	3.34	3.19	3.63	3.37	3.29	6	3.27	3.02	3.53	7
policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.11	3.09	2.83	3.22	2.94	3.35	3.09	3	3.01	2.67	3.35	60
policy/practice >	paid/unpaid	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective	3.43	3.36	3.17	3.61	2.91	3.39	3.29	2	3.20	2.98	3.41	78
	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > research policy/practice > effectiveness > research	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > research policy/practice > effectiveness > teaching policy/practice > effectiveness > teaching policy/practice > effectiveness > teaching policy/practice > effectiveness > research policy/practice > effectiveness > teaching policy/practice > effectiveness > research policy/practice > effectiveness > research	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > teaching professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution? policy/practice > effectiveness > teaching professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution? policy/practice > effectiveness > research policy/practice > effectiveness > research	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > modified duties policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > climate/culture	policy/practice > importance > work/home	policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > clemate of the professional assistance in obtaining grants policy/practice > effectiveness > clemate of the professional assistance in obtaining grants policy/practice > effectiveness > teaching policy/practice > effectiveness > clemate of the professional assistance in obtaining grants policy/practice > effectiveness > teaching policy/practice > effectiveness > clemate of the professional assistance in obtaining grants policy/practice > effectiveness > teaching policy/practice > effectiveness > research pol	theme name description mean mean mean mean mean mean mean mea	theme name description mean mean mean mean mean mean mean mea	The second color of the	theme name description mean mean mean mean mean mean mean mea	theme name description mean mean mean mean mean mean mean mea	Delicy/practice Policy/practice Policy/pra	There is name description mean mean mean mean mean mean mean mea	Principle Prin

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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

Survey	y Administration	11 2006-09							OVE	KALL					
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selec	ted peers			parables	
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.33	3.25	3.50	3.22	3.21	3.25	3.29	2	3.04	2.84	3.29	78
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.69	3.55	3.38	3.69	3.55	3.72	3.58	3	3.38	3.09	3.67	78
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.15	3.14	2.98	3.29	3.01	3.13	3.11	2	3.11	3.00	3.22	62
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.21	2.29	1.93	2.36	2.45	2.77	2.36	5	2.54	2.30	2.83	16
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.13	2.24	2.41	2.32	2.36	2.67	2.40	6	2.31	2.05	2.55	32
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.68	3.75	3.32	4.00	2.97	4.14	3.64	4	3.32	3.03	3.61	82
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.58	2.96	2.68	2.56	2.94	3.47	2.92	5	2.64	2.41	2.84	43
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.88	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.78	2.65	2.91	73
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.81	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.75	1.97	3.30	8
Q34B1 9	policy/practice > effectiveness > work/home	modified duties fo parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.97	2.74	3.21	54
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.62	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.82	2.54	2.98	29

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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

OVERALL

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				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selec	ted peers		All com	parables	
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.22	3.43	2.77	3.19	2.53	3.66	3.12	3	2.96	2.66	3.25	73
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.04	3.17	2.65	2.86	2.60	3.39	2.93	3	2.82	2.61	3.04	77
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.69	3.75	3.63	3.35	3.44	3.68	3.57	2	3.57	3.36	3.79	61
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.76	3.70	3.67	3.27	3.41	3.61	3.53	1	3.53	3.35	3.71	82
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	4.01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.72	3.93	90
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.38	3.22	3.23	3.40	2.71	3.30	3.17	2	3.11	2.92	3.38	74
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.04	3.02	3.09	2.66	2.87	2.94	2.92	2	2.89	2.78	3.03	78
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.18	4.01	4.03	4.14	4.04	3.93	4.03	1	3.97	3.85	4.08	85
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	professional development - Please indicate	3.54	3.55	3.49	3.63	3.39	3.47	3.51	3	3.48	3.38	3.60	63
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.56	3.58	3.25	3.31	3.38	3.37	3.38	2	3.33	3.22	3.49	87
Q38D	climate, culture, collegiality		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.66	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.53	3.47	3.65	76



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

OVERALL

theme	name	description	You mean	Peer 1 mean	Peer 2	Peer 3	Peer 4	Peer 5		ted peers		All comp	75th	your
		description	mean	mean						neer				your
climate, culture.				moun	mean	mean	mean	mean	mean	rank	mean	%tile mean	%tile mean	%tile
collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.66	3.62	3.50	3.50	3.37	3.51	3.50	1	3.47	3.37	3.57	87
climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.50	3.80	3.74	3.54	3.56	3.57	3.64	6	3.68	3.59	3.78	12
climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.89	3.93	3.95	3.80	3.90	3.72	3.86	4	3.84	3.75	3.95	60
climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.83	4.00	4.05	3.83	4.10	3.90	3.98	6	3.94	3.88	4.01	16
climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.76	3.73	3.80	3.63	3.75	3.59	3.70	2	3.78	3.65	3.90	49
climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.53	3.40	3.32	3.23	3.30	3.71	3.39	2	3.41	3.24	3.53	74
climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.08	N/A	3.97	3.86	4.09	73						
climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.75	N/A	3.69	3.54	3.82	70						
climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.91	N/A	3.81	3.69	3.92	65						
climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.23	N/A	4.07	3.98	4.21	81						
lobal satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.96	3.79	3.99	3.86	3.94	3.89	3.89	2	3.87	3.76	4.03	66
	collegiality limate, culture, collegiality	dimate, culture, collegiality department department as a	limate, culture, collegiality amount of professional interaction with the following aspects of your workplace: amount of professional interaction with the following aspects of your workplace: The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace: The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace: The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace: The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction with the following aspects of your workplace: The well you fit (e.g., your sense of belonging, your comfort level) in your department - 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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

OVERALL

Ourve	y Administration	2000 05		You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All select	ed neers		All comp	narables	
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.72	3.58	3.74	3.46	3.31	3.86	3.59	3	3.60	3.48	3.75	68
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares abou quality of life for pre-tenure faculty	academic officer at my institution seems to	3.34	3.10	3.57	3.09	3.40	3.24	3.28	3	3.24	3.07	3.49	59
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction		Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work a this institution	$_{\mbox{\scriptsize t}}$ If I could do it over, I would again choose to to work at this institution.	4.16	3.96	3.94	3.92	3.99	4.10	3.98	1	3.97	3.86	4.10	89
Q49		department as a	d If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.96	3.76	3.93	3.64	3.64	4.05	3.80	2	3.73	3.60	3.92	87



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	e-Track Faculty		on Survey								GEN	DER							
surve	y Administratior	1 2008-09		You	All salac	ted peers	MALES	All com	oarables			You			EMALE ted peers	: ວ │	All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	3.98	3.79	1	3.73	3.63	3.90	88	3.86	-0.12	-3%	3.72	1	3.64	3.48	3.82	82
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	3.92	3.63	1	3.63	3.52	3.79	93	3.62	-0.30	-8%	3.68	5	3.59	3.44	3.74	49
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	3.52	3.38	2	3.34	3.21	3.53	74	3.33	-0.19	-5%	3.31	4	3.24	3.14	3.42	63
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be	3.80	3.58	1	3.53	3.40	3.70	91	3.71	-0.09	-2%	3.53	1	3.45	3.31	3.63	83
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is	3.89	3.59	1	3.64	3.54	3.82	84	3.55	-0.34	-9%	3.41	3	3.46	3.29	3.67	59
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.95	3.77	1	3.72	3.63	3.88	85	3.77	-0.18	-5%	3.71	2	3.61	3.41	3.82	70
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.73	3.55	2	3.68	3.55	3.79	59	3.68	-0.05	-1%	3.55	2	3.69	3.54	3.83	45
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.39	3.13	1	3.16	3.06	3.31	88	3.27	-0.12	-3%	3.08	2	3.13	2.94	3.30	67
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.23	3.15	2	3.22	3.10	3.35	55	3.34	0.11	3%	3.04	1	3.19	3.02	3.34	76
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.02	2.84	1	2.99	2.82	3.15	52	2.82	-0.20	-5%	2.81	3	3.01	2.79	3.20	28
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.09	2.85	1	2.84	2.71	3.00	87	3.04	-0.05	-1%	2.76	1	2.84	2.71	2.99	82

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Surve	rvey Administration 2008-09						MALES								EMALE	S			
				You	All selec	ted peers			parables			You		All selec	ted peers			parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness		A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.94	3.75	1	3.77	3.66	3.91	80	3.79	-0.15	-4%	3.54	1	3.59	3.42	3.80	73
Q25B	tenure expectations: reasonableness		A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.97	3.77	2	3.83	3.72	3.96	76	3.65	-0.32	-8%	3.73	5	3.79	3.66	3.93	23
Q25C	tenure expectations: reasonableness		An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.75	3.49	1	3.54	3.37	3.69	83	3.54	-0.21	-5%	3.35	1	3.47	3.33	3.62	67
Q25D	tenure expectations: reasonableness		A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.57	3.52	2	3.58	3.46	3.68	50	3.40	-0.17	-4%	3.37	5	3.52	3.36	3.66	34
Q25E	tenure expectations: reasonableness	of expectations:	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.50	3.31	1	3.43	3.28	3.56	68	3.30	-0.20	-5%	3.35	4	3.43	3.27	3.59	35
Q25F	tenure expectations: reasonableness		A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.54	3.32	1	3.37	3.21	3.51	78	3.38	-0.16	-4%	3.28	1	3.36	3.22	3.49	60
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.56	3.39	1	3.20	2.97	3.45	85	3.25	-0.31	-8%	3.28	4	3.06	2.77	3.36	65
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	4.01	3.92	3	3.71	3.54	3.94	82	3.75	-0.26	-6%	3.75	3	3.63	3.45	3.90	57
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.87	3.82	1	3.81	3.72	3.94	60	3.68	-0.19	-5%	3.59	2	3.64	3.49	3.77	57
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.66	N/A	N/A	3.66	3.58	3.77	54	3.31	-0.35	-9%	N/A	N/A	3.30	3.20	3.41	60
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.18	4.18	4	4.05	3.94	4.17	77	4.16	-0.02	0%	4.21	4	4.11	3.98	4.24	57

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	e-Track Faculty		on Survey								GEN	DER		_		_			
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item	theme	name	description	You	mean	peer peer rank	mean	All comp 25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer peer rank	mean	25th %tile mean	parables 75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.08	4.06	4	3.76	3.52	4.09	73	4.13	0.05	1%	4.04	3	3.71	3.39	4.11	79
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.24	4.29	4	4.21	4.10	4.36	54	4.26	0.02	0%	4.19	1	4.16	4.00	4.27	74
Q29D	nature of work > teaching	discretion over course content	•	4.45	4.53	4	4.53	4.45	4.63	27	4.51	0.06	1%	4.52	3	4.51	4.42	4.62	46
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.85	3.94	5	3.86	3.76	4.04	43	3.78	-0.07	-2%	3.89	6	3.80	3.63	4.00	45
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.60	3.41	3	3.36	3.04	3.61	74	3.14	-0.46	-12%	3.41	6	3.52	3.22	3.67	15
Q29G	nature of work > teaching	quality of graduate student	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	3.76	3.56	2	3.49	3.33	3.66	79	3.88	0.12	3%	3.59	1	3.66	3.51	3.83	82
Q30B	nature of work > research		The amount of time you have to conduct or research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.19	3.29	5	2.98	2.72	3.28	62	2.87	-0.32	-8%	2.78	4	2.58	2.35	2.86	77
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.12	3.04	2	3.06	2.94	3.22	61	2.93	-0.19	-5%	2.83	2	2.87	2.71	3.04	57
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.37	4.38	3	4.35	4.27	4.47	52	4.28	-0.09	-2%	4.26	3	4.31	4.19	4.45	46
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.52	3.36	2	3.36	3.15	3.53	73	3.24	-0.28	-7%	3.04	3	3.25	3.01	3.51	45
Q32			The amount of access you have to Teaching s Fellows, Graduate Assistants, et al Please indicate your level of satisfaction or dissatisfaction with the following:	3.27	3.13	2	2.91	2.69	3.23	82	2.76	-0.51	-13%	2.98	5	2.79	2.51	3.06	40

means: 13 of 100





GENDER

		/ Job Satisfacti	on Survey								GEN	DER		_		_			
Surve	y Administration	n 2008-09		You	All coloc	ted peers	MALES	All com	oarables			You			EMALE ted peers	:S ∣	All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administra tive services	Clerical/administrative services - How a satisfied are you with the quality of these support services?	3.65	3.67	4	3.59	3.45	3.82	56	3.61	-0.04	-1%	3.45	2	3.49	3.29	3.71	60
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.32	3.42	5	3.18	2.90	3.42	62	3.21	-0.11	-3%	3.19	4	3.04	2.77	3.31	63
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.57	3.62	4	3.56	3.45	3.70	51	3.51	-0.06	-2%	3.47	4	3.57	3.38	3.76	37
)33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.58	3.61	4	3.50	3.39	3.71	60	3.80	0.22	5%	3.52	1	3.50	3.32	3.75	80
34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.75	3.71	3	3.66	3.48	3.85	61	3.84	0.09	2%	4.02	5	3.99	3.83	4.15	27
34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.19	4.08	1	4.14	3.97	4.28	63	4.38	0.19	5%	4.41	4	4.42	4.29	4.55	43
)34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.01	4.18	5	4.09	3.97	4.21	33	4.13	0.12	3%	4.36	6	4.27	4.17	4.42	16
)34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.91	4.10	5	4.02	3.90	4.18	26	4.06	0.15	4%	4.24	5	4.22	4.07	4.37	23
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.98	4.05	5	3.95	3.79	4.14	52	4.31	0.33	8%	4.27	2	4.13	4.01	4.32	71
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.58	3.54	3	3.59	3.48	3.71	51	3.71	0.13	3%	3.71	2	3.82	3.68	3.96	32
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.31	4.30	3	4.40	4.29	4.50	30	4.57	0.26	7%	4.59	4	4.63	4.55	4.73	33

means: 14 of 100





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	e-Track Faculty		ion Survey								GEN	DER		_		_			
Surve	y Administration	n 2008-09					MALES					.,			EMALE	S			
item	theme	name	description	You	Mean	peer peer rank	mean	All com 25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.99	3.85	1	4.06	3.90	4.21	40	4.34	0.35	9%	4.29	4	4.39	4.25	4.54	39
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3 57	3.40	1	3.48	3.33	3.59	67	4.06	0.49	12%	3.92	2	3.96	3.81	4.09	67
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.04	4.11	5	4.12	3.99	4.24	35	4.24	0.20	5%	4.40	6	4.41	4.28	4.53	17
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.32	4.37	5	4.45	4.36	4.56	17	4.60	0.28	7%	4.60	3	4.61	4.53	4.70	49
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.01	3.94	2	3.96	3.88	4.05	66	4.10	0.09	2%	4.09	3	4.10	3.99	4.20	49
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.45	3.35	2	3.37	3.18	3.56	62	3.72	0.27	7%	3.68	2	3.64	3.42	3.92	56
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.03	2.83	2	3.26	2.91	3.58	41	2.96	-0.07	-2%	2.79	1	3.25	2.92	3.54	32
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.82	3.58	1	3.65	3.51	3.82	73	4.20	0.38	10%	4.13	2	4.14	3.99	4.30	52
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program		3.42	3.56	5	3.48	3.32	3.66	34	3.76	0.34	9%	3.79	4	3.57	3.33	3.86	66
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.95	N/A	N/A	2.84	2.73	2.96	73	3.30	0.35	9%	N/A	N/A	3.22	3.14	3.32	68
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.01	N/A	N/A	3.84	3.71	3.97	86	3.81	-0.20	-5%	N/A	N/A	3.74	3.60	3.85	57
	compensation		you think each would be to your success.																

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		aculty Job Satisfaction Survey tration 2008-09 MALES					GEN	DER		_		_							
Surve	y Administratioi	n 2008-09		V	AllI		MALES	All				V			EMALE	5	AU		
item	theme	name	description	You mean	mean	peer peer rank	mean	All com 25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer peer rank	mean	25th %tile mean	parables 75th %tile mean	your %tile
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.73	N/A	N/A	3.52	3.44	3.61	89	3.89	0.16	4%	N/A	N/A	3.94	3.76	4.13	46
Q34A2 0	policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.66	N/A	N/A	2.66	2.51	2.79	54	3.07	0.41	10%	N/A	N/A	3.04	2.97	3.16	62
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.10	3.05	3	2.91	2.79	3.10	74	2.83	-0.27	-7%	3.00	5	2.90	2.69	3.07	40
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.51	3.37	2	3.40	3.27	3.57	65	3.48	-0.03	-1%	3.51	5	3.47	3.23	3.64	48
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.56	3.56	4	3.39	3.23	3.57	73	3.47	-0.09	-2%	3.55	5	3.48	3.31	3.66	40
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.36	3.51	4	3.31	3.18	3.49	49	3.50	0.14	4%	3.44	2	3.42	3.29	3.60	60
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.68	2.93	6	2.76	2.58	2.95	41	2.86	0.18	4%	2.77	2	2.72	2.50	2.93	67
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.31	3.36	4	3.29	3.11	3.51	59	3.28	-0.03	-1%	3.45	5	3.40	3.18	3.63	33
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.79	3.23	5	3.25	2.98	3.52	15	2.91	0.12	3%	3.40	6	3.31	3.02	3.61	17
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.08	3.05	3	2.97	2.64	3.37	58	3.15	0.07	2%	3.13	4	3.07	2.60	3.55	57
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	3.62	3.29	1	3.14	2.96	3.37	93	3.15	-0.47	-12%	3.29	5	3.29	3.04	3.54	32

means: 16 of 100





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				You	All selec	ted peers		All comp	arables			You		All selec	ted peers		All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.40	3.35	2	3.10	2.90	3.35	83	3.23	-0.17	-4%	3.18	2	2.98	2.67	3.21	77
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.62	3.60	3	3.42	3.14	3.70	65	3.80	0.18	4%	3.53	2	3.34	3.02	3.71	83
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.16	3.13	3	3.15	2.99	3.29	49	3.13	-0.03	-1%	3.07	3	3.05	2.88	3.24	59
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.35	2.45	3	2.63	2.31	2.88	28	1.97	-0.38	-10%	2.16	5	2.40	2.03	2.75	22
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.29	2.43	5	2.30	1.98	2.60	50	1.91	-0.38	-10%	2.25	4	2.30	2.02	2.49	20
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.66	3.49	3	3.21	2.95	3.47	82	3.70	0.04	1%	3.83	5	3.43	3.08	3.81	65
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.69	2.95	5	2.67	2.37	2.91	52	2.45	-0.24	-6%	2.86	6	2.62	2.39	2.90	29
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.86	N/A	N/A	2.83	2.69	3.00	46	2.91	0.05	1%	N/A	N/A	2.66	2.35	2.92	74
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.53	N/A	N/A	2.72	2.00	3.38	0	2.10	0.57	14%	N/A	N/A	2.84	2.35	3.40	19
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons		3.24	N/A	N/A	2.96	2.77	3.13	86	2.59	-0.65	-16%	N/A	N/A	2.96	2.63	3.28	23
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.66	N/A	N/A	2.84	2.67	3.00	24	2.55	-0.11	-3%	N/A	N/A	2.69	2.53	3.15	29

means: 17 of 100





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		y Job Satisfacti	on Survey								GEN	IDER		_		_			
Surve	y Administratio	n 2008-09					MALES								EMALE	S	A.II		
item	theme	name	description	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	you %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	having children and the tenure-track	3.38	3.21	3	3.05	2.77	3.38	74	2.98	-0.40	-10%	2.98	4	2.85	2.46	3.21	62
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	raising children and the tenure-track	3.23	3.05	2	2.94	2.67	3.22	77	2.74	-0.49	-12%	2.76	4	2.66	2.35	2.94	5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	track compatible - Please indicate your level	3.90	3.59	1	3.60	3.37	3.87	80	3.37	-0.53	-13%	3.55	4	3.53	3.24	3.74	3
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	can to make raising children and the tenure-	3.96	3.58	1	3.58	3.35	3.83	89	3.47	-0.49	-12%	3.46	4	3.46	3.24	3.69	5.
)35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	4.14	N/A	N/A	3.88	3.77	4.00	88	3.80	-0.34	-9%	N/A	N/A	3.71	3.57	3.85	6
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.44	3.18	1	3.10	2.89	3.41	79	3.28	-0.16	-4%	3.17	3	3.12	2.84	3.42	6
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the	3.26	3.08	1	3.04	2.87	3.20	80	2.73	-0.53	-13%	2.67	4	2.70	2.56	2.90	5
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.26	4.07	1	4.00	3.88	4.12	90	4.04	-0.22	-5%	3.98	3	3.93	3.79	4.07	7
Q38B	climate, culture, collegiality	faculty take in	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.66	3.53	2	3.51	3.35	3.68	70	3.35	-0.31	-8%	3.47	6	3.45	3.28	3.63	3
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.83	3.49	1	3.43	3.29	3.60	98	3.14	-0.69	-17%	3.21	4	3.22	3.07	3.36	3
Q38D	climate, culture, collegiality		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.77	N/A	N/A	3.59	3.41	3.79	70	3.49	-0.28	-7%	N/A	N/A	3.48	3.36	3.62	4

means: 18 of 100





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	e-Track Faculty		on Survey								GEN	DER		_		_			
Surve	y Administration	n 2008-09		V	AllI		MALES	A.II				V			EMALE	S	AU		
item	theme	name	description	You	mean	peer peer rank	mean	All com 25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.86	3.56	1	3.52	3.37	3.68	95	3.37	-0.49	-12%	3.40	4	3.42	3.31	3.56	41
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.61	3.68	3	3.69	3.58	3.84	33	3.34	-0.27	-7%	3.57	6	3.68	3.54	3.80	4
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.89	3.93	5	3.83	3.73	3.95	54	3.90	0.01	0%	3.75	2	3.84	3.73	3.95	62
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.72	4.00	6	3.91	3.83	4.04	12	3.99	0.27	7%	3.94	2	3.97	3.85	4.06	56
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.84	3.76	3	3.81	3.66	3.98	56	3.64	-0.20	-5%	3.60	3	3.75	3.56	3.92	35
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior of colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.60	3.40	2	3.41	3.23	3.59	78	3.43	-0.17	-4%	3.39	3	3.41	3.23	3.53	61
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.04	N/A	N/A	3.94	3.85	4.06	73	4.15	0.11	3%	N/A	N/A	4.02	3.87	4.15	76
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.70	N/A	N/A	3.66	3.47	3.81	46	3.84	0.14	3%	N/A	N/A	3.72	3.58	3.85	73
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.87	N/A	N/A	3.82	3.66	3.95	46	3.97	0.10	3%	N/A	N/A	3.80	3.67	3.95	81
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.23	N/A	N/A	4.10	3.99	4.28	67	4.22	-0.01	0%	N/A	N/A	4.04	3.94	4.16	81
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.99	3.91	2	3.89	3.78	4.05	66	3.90	-0.09	-2%	3.87	4	3.85	3.72	3.97	60

means: 19 of 100



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

GENDER

			You															
				All select	ed peers		All comp	oarables			You		All select	ed peers		All comp	oarables	
theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.82	3.64	2	3.59	3.44	3.80	78	3.57	-0.25	-6%	3.50	3	3.61	3.44	3.82	45
global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	quality of life for	academic officer at my institution seems to	3.52	3.27	2	3.27	3.01	3.50	76	3.08	-0.44	-11%	3.30	4	3.21	3.03	3.44	35
global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction			N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	would again choose to work a this institution	If I could do it over, I would again choose to to work at this institution.	4.25	4.01	1	3.95	3.82	4.11	90	4.02	-0.23	-6%	3.95	3	3.99	3.86	4.14	50
	department as a	position asked you about your department	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	4.07	3.86	2	3.74	3.58	3.95	89	3.79	-0.28	-7%	3.72	3	3.72	3.55	3.88	56
	global satisfaction global satisfaction global satisfaction global satisfaction	global satisfaction chief academic officer CAO cares about quality of life for pre-tenure faculty global satisfaction why you plan to remain at institution global satisfaction why you plan to remain no more than 5 years would again choose to work at this institution global satisfaction would recommence department as a place to work	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction Global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction Global satisfaction why you plan to remain at institution why you plan to remain no more than 5 years global satisfaction global satisfaction why you plan to remain at your institution? Why do you plan to remain at your institution for no more than five years after earning tenure? ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to to work at this institution ### I could do it over, I would again choose to work at this institution ### I could do it over, I would again choose to work at this institution ### I could do it over, I would again choose to work at this institution ### I could do it over, I would again choose to work at this institution.	global satisfaction chief academic officer who serves as the chief academic officer at your institution as a place to work? Who serves as the chief academic officer at your institution? CAO cares about quality of life for pre-tenure faculty global satisfaction how long will remain at institution Assuming you achieve tenure, how long do you plan to remain at your institution? Assuming you achieve tenure, how long do you plan to remain at your institution? Why do you plan to remain at your institution global satisfaction why you plan to remain at your institution for no more than five years after earning tenure? Would again choose to work at this institution would recommend If a candidate for a tenure-track faculty department as a place to work, would you: Assuming you achieve tenure, how long do you plan to remain at your institution If I could do it over, I would again choose to work at this institution. N/A A.25	global satisfaction chief academic officer CAO cares about quality of life for pre-tenure faculty global satisfaction Choese to work? Who serves as the chief academic officer at your institution? 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If I could do it over, I would again choose to work at this institution would recommend If a candidate for a tenure-track faculty department as a position asked you about your department as a place to work, would you: All things considered, how satisfied or a global satisfaction overall rating of thow do you rate your institution as a place to work, would you:	global satisfaction institution as a place to work at this institution as a place to work at this institution. All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a 3.82 3.64 2 3.59 3.44 3.80 78 3.57 and 3.57 global satisfaction. Chief academic officer at your institution? The person who serves as the chief academic officer at my institution seems to academic officer at my institution faculty. The person who serves as the chief academic officer at my institution seems to academic officer at my institution academic officer at academic officer at my institution academic officer academic officer at my institution academic officer academic officer at academic officer at my institution academic officer academ	global satisfaction institution as a place to work and applace to work? Global satisfaction institution as a place to work? Global satisfaction officer Global satisfaction officer GLAC cares about officer at your institution? GLAC cares about global satisfaction officer at your institution? GLAC cares about global satisfaction officer at your institution? GLAC cares about the quality of life for pre-tenure faculty. GLAC cares about global satisfaction of pre-tenure faculty. GLAC cares about the quality of life for pre-tenure faculty. GLAC cares about the quality of life for pre-tenure faculty. GLAC cares about the quality of life for pre-tenure faculty. 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All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place which was a state chief academic officer at with place to work? All things considered, how satisfied or dissatisfaction officer at with the place to work? All things considered, how satisfied or dissatisfaction of dissatisfaction of the academic officer at with place to work at the chief academic officer at with place to work at the chief academic officer at with place to work at the chief academic officer at with place to work at the chief academic officer at with place to work at the chief academic officer at with place to work at this institution. Assuming you achieve tenure, how long do you plan to remain at your institution with place to work at this institution. 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All things considered how satisfied or your with your institution as a place to work. All things considered may your with your institution as a place to work. All things considered may your with your institution as a place to work	global satisfaction place to work. All things considered, how satisfied or global satisfaction place to work All things considered, how satisfied or global satisfaction place to work All things considered, how satisfied or global satisfaction place to work All things considered, how satisfied or global satisfaction place to work All things considered, how satisfied or global satisfaction All things considered All th	global satisfaction institution as a place to work? A contact of the person who serves as the chief academic officer at your institution as a place to work? A contact officer of the person who serves as the chief academic officer at your institution serves as the chief academic officer at your institution as a place to work? A contact officer of the person who serves as the chief academic officer at your institution seems to pre-tenure foculty of the for pre-tenure foculty of the foreign for foreign for foreign for foreign for foreign for foreign fore



RACE/ETHNICITY

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item	y Administratior	n 2008-09				WHI	TE FACL	JLTY						FACUI	TY OF	COLOR			
item		urvey Administration 2008-09					1												
	theme	name	description	You	All select	peer	mean	All comp 25th %tile	75th %tile	your	mean	net diff		All select	peer peer	mean	All comp 25th %tile	75th %tile	your
						rank		mean	mean	%tile		(vs W)	(VS VV)		rank		mean	mean	%tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	3.91	3.73	1	3.68	3.55	3.86	84	4.00	0.09	2%	3.83	1	3.70	3.54	3.93	88
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	3.79	3.62	1	3.60	3.51	3.75	79	3.85	0.06	2%	3.73	2	3.61	3.40	3.83	77
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	3.47	3.31	1	3.25	3.13	3.41	83	3.39	-0.08	-2%	3.49	4	3.39	3.23	3.60	54
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be	3.66	3.52	1	3.48	3.40	3.60	83	4.04	0.38	10%	3.67	1	3.52	3.39	3.68	98
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is	3.72	3.48	1	3.56	3.39	3.74	72	3.84	0.12	3%	3.61	1	3.57	3.42	3.79	80
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.86	3.66	1	3.63	3.52	3.80	85	3.92	0.06	2%	3.94	4	3.76	3.55	3.99	66
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.73	3.51	1	3.67	3.55	3.77	63	3.65	-0.08	-2%	3.67	2	3.71	3.57	3.90	39
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.32	3.02	1	3.09	2.97	3.25	89	3.39	0.07	2%	3.32	3	3.27	3.09	3.45	68
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.27	3.06	1	3.18	3.09	3.30	68	3.28	0.01	0%	3.22	3	3.26	3.08	3.47	51
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.93	2.74	1	2.96	2.80	3.10	48	2.96	0.03	1%	3.01	5	3.06	2.83	3.25	33
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.05	2.73	1	2.78	2.64	2.94	89	3.12	0.07	2%	3.02	1	2.98	2.80	3.12	77

means: 21 of 100



You

mean

3.64

3.52

3.42

3.48

3.48

3.96

3.75

3.48

4.20

4.23

4.11

4.03



The Collaborative on Academic Careers in Higher Education

description

reasonableness A scholar - Is what's expected in order to

your performance as:

reasonableness A teacher - Is what's expected in order to

reasonableness An advisor to students - Is what's expected

of expectations: in order to earn tenure REASONABLE to

reasonableness A colleague in your department - Is what's

colleague in REASONABLE to you regarding your

reasonableness A campus citizen - Is what's expected in

reasonableness A member of the broader community - Is

of expectations: what's expected in order to earn tenure

messages about I have received consistent messages from

performance as:

for tenure.

criteria.

following:

REASONABLE to you regarding your

senior colleagues about the requirements

In my opinion, tenure decisions here are

made primarily on performance-based

criteria rather than on non-performance

The way you spend your time as a faculty

The number of hours you work as a faculty

The level of the courses you teach - Please

member - Please indicate your level of

satisfaction or dissatisfaction with the

member in an average week - Please

indicate your level of satisfaction or

indicate your level of satisfaction or

dissatisfaction with the following:

dissatisfaction with the following:

of expectations: order to earn tenure REASONABLE to you

of expectations: expected in order to earn tenure

performance as:

campus citizen regarding your performance as:

your performance as:

of expectations: earn tenure REASONABLE to you regarding 3.90

of expectations: earn tenure REASONABLE to you regarding 3.93

you regarding your performance as:

Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

name

scholar

teacher

advisor

department

member of

community

consistent

tenure from

tenured

colleagues

tenure decisions

based on

performance

way you spend

your time as a

faculty member

number of hours

you work as a

faculty member

you teach

nature of work > level of courses

item

Q25A

Q25B

Q25C

Q25D

Q25E

Q25F

Q26

Q27A

Q28B

Q29A

theme

tenure

expectations:

reasonableness

tenure

expectations: reasonableness

tenure

expectations:

reasonableness

tenure

expectations:

reasonableness

tenure

expectations:

reasonableness

tenure

expectations:

reasonableness

tenure practices

tenure practices

overall

nature of work

overall

nature of work

overall

		VA/LIII	TE EAC!	II TV		1	RACE/E1	THNICITY	•	FACILI	TV OF C	OL OR			
	All select		TE FACI	All comp	parables			You			TY OF C	OLOR	All comp	parables	
า	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
)	3.65	1	3.68	3.54	3.88	79	3.83	-0.07	-2%	3.73	2	3.72	3.54	3.89	65
1	3.76	2	3.84	3.76	3.97	67	3.62	-0.31	-8%	3.74	5	3.74	3.55	3.94	32
ļ	3.41	1	3.51	3.35	3.63	77	3.75	0.11	3%	3.52	2	3.50	3.32	3.68	82
!	3.45	1	3.57	3.44	3.65	40	3.44	-0.08	-2%	3.50	3	3.51	3.38	3.64	40
	3.31	1	3.43	3.29	3.53	52	3.41	-0.01	0%	3.36	3	3.39	3.22	3.51	57
}	3.31	1	3.36	3.23	3.47	77	3.47	-0.01	0%	3.32	1	3.37	3.21	3.57	71
}	3.31	1	3.10	2.78	3.39	85	3.35	-0.13	-3%	3.46	5	3.22	2.90	3.53	57
i	3.84	2	3.69	3.51	3.91	83	3.79	-0.17	-4%	3.89	5	3.67	3.38	3.98	56
i	3.66	2	3.71	3.62	3.84	59	3.93	0.18	5%	3.92	3	3.78	3.66	3.92	77
;	N/A	N/A	3.45	3.32	3.55	58	3.63	0.15	4%	N/A	N/A	3.58	3.44	3.74	54

-3%

4.10

3.97

3.85

4.11

71

means: 22 of 100

4.23





Survey Administration 2008-09

RACE/ETHNICITY

	FACUL	TY OF	COLOR
	All select	ed peers	
% diff	mean	peer	mean

Survey Administration 2008-09 WHITE FACULTY SURVEY FACULTY		ministratior	on 2008-09				WH	ITE FACI	JLTY						FACIII	TY OF (COLOR			
Inform Inform Inform Inform Inform Inform Information In	theme							1												
Commerce of work Commerce of teaching Commerce of teaching Commerce of teach		theme	name	description			peer	mean	25th	75th		mean	net diff			peer	mean	25th	75th %tile	your %tile
nature of work teaching with converse even the content of work teaching with the following: The discretion you have over the content of course content with the following: The discretion you have over the content of course content with the following: The discretion you have over the content of course content with the following: The discretion you have over the content of course content with the following: The discretion you have over the content of your course you teach - Please indicate your course you teach - Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you feed of satisfaction or dissatisfaction with the following: The number of students you feed of satisfaction or dissatisfaction or dissatisfaction or dissatisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact - Please indicate your feed of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact - Please indicate your feed of satisfaction or dissatisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact - Please indicate your feed of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact - Please indicate your feed of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact - Please indicate your feed of satisfaction or dissatisfaction with the following: The amount of time to research fond or dissatisfaction with the following: The amount of time to research indicate your feed of satisfaction or dissatisfaction o			courses you	indicate your level of satisfaction or	4.14	4.08		3.76				3.98			4.01		3.66		mean 4.01	67
nature of work teaching course content value of substance indicate course content value of satisfaction or dissatisfaction with the following: 229F nature of work teaching and the following: The quality of undergraduate students with whom you interact. Please indicate your level of satisfaction or dissatisfaction with the following: 3.54 3.43 3.45 3.11 3.64 67 3.11 -0.43 -11% 3.42 6 3.36 3.08 3.65 3.80 3.62 3.67 3.80 3.62 3.68 3.80 3.62 3.35 3.11 3.64 67 3.11 -0.43 -11% 3.42 6 3.36 3.08 3.69 3.60 3.60 3.60 3.60 3.60 3.60 3.60 3.60			influence over which courses	courses you teach - Please indicate your level of satisfaction or dissatisfaction with	4.25	4.29	3	4.23	4.13	4.36	55	4.24	-0.01	0%	4.18	2	4.10	3.98	4.27	71
reaching students you indicate your level of satisfaction or disastisfaction with the following: 3.87 3.98 6 3.84 3.68 4.05 49 3.71 -0.16 -4% 3.80 5 3.80 3.62 3.87 3.98 6 3.84 3.68 4.05 49 3.71 -0.16 -4% 3.80 5 3.80 3.62 3.88 3.98 3.98 6 3.84 3.68 4.05 49 3.71 -0.16 -4% 3.80 5 3.80 3.62 3.89 3.98 6 3.84 3.68 4.05 49 3.71 -0.16 -4% 3.80 5 3.80 3.62 3.80 3.62 3.80 3.62 3.80 3.62 3.80 3.62 3.80 3.62 3.80 3.62 3.80 3.62 3.80 3.62 3.80 3.80 3.62 3.80 3.62 3.80 3.80 3.62 3.80 3.62 3.80 3.80 3.62 3.80 3.62 3.80 3.80 3.62 3.80 3.62 3.80 3.80 3.62 3.80 3.62 3.80 3.				your courses you teach - Please indicate your level of satisfaction or dissatisfaction	4.50	4.60	6	4.59	4.50	4.69	26	4.41	-0.09	-2%	4.37	3	4.37	4.26	4.53	45
nature of work > teaching undergraduate students whom you interact - Please indicate your level of satisfaction with the following:			students you	indicate your level of satisfaction or	3.87	3.98	6	3.84	3.68	4.05	49	3.71	-0.16	-4%	3.80	5	3.80	3.62	4.04	35
nature of work > quality of you interact - Please indicate your level of graduate students satisfaction or dissatisfaction with the following: The amount of time you have to conduct research indicate your level of satisfaction or dissatisfaction or dissatisfaction or dissatisfaction or dissatisfaction with the following: 3.84 3.62 2 3.57 3.41 3.71 3.71 3.71 3.71 3.71 3.71 3.71 3.7			undergraduate	whom you interact - Please indicate your level of satisfaction or dissatisfaction with	3.54	3.43	3	3.45	3.11	3.64	67	3.11	-0.43	-11%	3.42	6	3.36	3.08	3.53	30
nature of work > amount of time to research/produce creative work - Please conduct research indicate your level of satisfaction or dissatisfaction with the following: 2.97 3.02 4 2.73 2.49 3.00 71 3.31 0.34 9% 3.27 3 2.99 2.72 The amount of external funding you are expectations for expectat				you interact - Please indicate your level of s satisfaction or dissatisfaction with the	3.84	3.62	2	3.57	3.41	3.71	85	3.71	-0.13	-3%	3.47	2	3.55	3.31	3.79	66
nature of work > expectations for expected to find - Please indicate your level				research/produce creative work - Please indicate your level of satisfaction or	2.97	3.02	4	2.73	2.49	3.00	71	3.31	0.34	9%	3.27	3	2.99	2.72	3.34	73
research funding following: 1.1. Turning external of satisfaction or dissatisfaction with the funding following:			finding external	expected to find - Please indicate your level of satisfaction or dissatisfaction with the	3.04	2.99	3	2.99	2.87	3.13	59	3.04	0.00	0%	2.89	2	2.94	2.70	3.13	65
The influence you have over the focus of pour research/creative work - Please research focus of research focus of research indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of research focus of research your research/creative work - Please 4.37 4.43 6 4.40 4.32 4.51 41 4.25 -0.12 -3% 4.12 2 4.14 3.99 4.12 2 4.14 3.99				your research/creative work - Please nindicate your level of satisfaction or	4.37	4.43	6	4.40	4.32	4.51	41	4.25	-0.12	-3%	4.12	2	4.14	3.99	4.30	63
The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction with the following: 3.37 3.19 3.29 3.10 3.47 61 3.54 0.17 4% 3.35 3.37 3.08			quality of facilitie	s classrooms) - Please indicate your level of satisfaction or dissatisfaction with the	3.37	3.19	1	3.29	3.10	3.47	61	3.54	0.17	4%	3.35	3	3.37	3.08	3.68	61
The amount of access you have to Teaching Q32 nature of work amount of access Fellows, Graduate Assistants, et al Please overall to TA's, RA's, etc. indicate your level of satisfaction or dissatisfaction with the following: 3.07 3.05 3 2.83 2.61 3.10 68 3.05 -0.02 -1% 3.13 4 2.87 2.63				s Fellows, Graduate Assistants, et al Please c. indicate your level of satisfaction or		3.05	3	2.83	2.61	3.10	68	3.05	-0.02	-1%	3.13	4	2.87	2.63	3.23	60

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		y Job Satisfacti	on Survey								RACE/E1	THNICITY	1						
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item	theme	name	description	You	All selec	peer rank	mean	All com 25th %tile	75th %tile	your	mean	net diff		All select	peer rank	mean	All com 25th %tile	75th %tile	your
	nature of work	clerical/administra	Clerical/administrative services - How					mean	mean	%tile			(vs W)				mean	mean	%tile
Q33A	overall	tive services	a satisfied are you with the quality of these support services?	3.61	3.56	3	3.53	3.38	3.76	59	3.71	0.10	3%	3.65	2	3.58	3.32	3.87	60
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.20	3.31	5	3.09	2.82	3.31	60	3.47	0.27	7%	3.40	3	3.18	2.91	3.48	73
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.52	3.55	4	3.57	3.42	3.70	35	3.62	0.10	3%	3.58	3	3.56	3.40	3.77	55
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.63	3.62	4	3.49	3.35	3.71	65	3.77	0.14	4%	3.52	1	3.55	3.34	3.82	73
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.76	3.76	3	3.73	3.56	3.88	56	3.84	0.08	2%	3.98	5	4.02	3.86	4.20	20
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.24	4.21	3	4.27	4.13	4.38	41	4.35	0.11	3%	4.21	2	4.25	4.09	4.41	65
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.03	4.25	5	4.17	4.03	4.31	24	4.12	0.09	2%	4.26	6	4.18	4.04	4.36	39
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.93	4.13	5	4.09	3.95	4.24	18	4.06	0.13	3%	4.21	5	4.15	4.02	4.33	32
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.04	4.08	4	3.99	3.82	4.13	57	4.26	0.22	5%	4.28	3	4.15	4.03	4.33	68
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.48	3.49	4	3.61	3.51	3.72	20	4.01	0.53	13%	3.88	2	3.90	3.75	4.05	70
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.44	4.42	2	4.49	4.41	4.59	35	4.35	-0.09	-2%	4.40	4	4.54	4.43	4.65	12

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theme	name	description			peer	mean	25th	75th	your	mean	net diff			peer	mean	25th	75th	your
					rank		mean	mean	%tile		(vs W)	(vs W)		rank		mean	mean	%tile
policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.10	4.02	2	4.17	4.03	4.31	39	4.19	0.09	2%	4.06	1	4.28	4.15	4.40	34
policy/practice > importance > work/home	paid/unpaid personal leave	tenure period - very important- Please rate	3.66	3.56	2	3.62	3.51	3.71	63	4.03	0.37	9%	3.71	1	3.86	3.71	4.03	74
policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.18	4.23	4	4.24	4.14	4.35	37	3.97	-0.21	-5%	4.20	6	4.26	4.12	4.36	4
policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.43	4.47	5	4.52	4.43	4.63	27	4.43	0.00	0%	4.44	3	4.53	4.42	4.66	30
policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.05	3.94	2	3.98	3.89	4.06	68	4.05	0.00	0%	4.14	5	4.13	4.00	4.26	38
policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.44	3.36	2	3.36	3.21	3.58	56	3.88	0.44	11%	3.75	2	3.76	3.60	3.94	66
policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.81	2.60	1	3.12	2.74	3.45	34	3.52	0.71	18%	3.31	1	3.61	3.31	3.77	49
policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.87	3.78	3	3.82	3.68	3.95	57	4.24	0.37	9%	3.88	1	3.99	3.83	4.18	85
policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.44	3.46	5	3.39	3.22	3.57	49	3.83	0.39	10%	4.08	6	3.82	3.61	4.13	45
policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.99	N/A	N/A	2.89	2.82	2.99	73	3.37	0.38	10%	N/A	N/A	3.32	3.14	3.53	46
policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.91	N/A	N/A	3.68	3.63	3.81	89	3.97	0.06	2%	N/A	N/A	4.04	3.82	4.23	38
	policy/practice > importance > teaching policy/practice > importance > importance > importance > tenure policy/practice > importance > tenure policy/practice > importance > teaching policy/practice > importance > teaching policy/practice > importance > climate/culture policy/practice > importance > work/home policy/practice > importance > work/home	theme name policy/practice > importance > research paid/unpaid research leave policy/practice > importance > work/home paid/unpaid personal leave policy/practice > importance > tenure upper limit on committee assignments policy/practice > importance > teaching obligations policy/practice > importance > climate/culture peer reviews of teaching or research policy/practice > importance > work/home childcare policy/practice > importance > compensation stop-the-clock policy/practice > importance > work/home stop-the-clock	policy/practice > importance > compensation policy/practice > importance > paid/unpaid research leave during the pre-tenure period. Please rate how important or unimportant you think each would be to your success. policy/practice > importance > tenure policy/practice > importance > teaching obligations policy/practice > importance > climate/culture policy/practice > importance > compensation policy/practice > compensation policy/practice > compensation policy/pract	theme name description mean policy/practice > importance > research policy/practice > importance > work/home policy/practice > importance > tenure policy/practice > importance > teaching or teaching or teaching or tesearch policy/practice > importance > climate/culture policy/practice > importance > childcare policy/practice > importance > compensation policy/practice > importance > work/home prolicy/practice > importance > work/	### All selections of themse ### All selections ### All selections	theme name description man description mean mean mean per rank theme name description mean mean mean per rank policy/practice > importance > research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success. policy/practice > importance > workhome paid/unpaid personal leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success. policy/practice > importance > tenure paid/unpaid personal leave during the pre-tenure period - Very important-Please rate how important or unimportant you think each would be to your success. policy/practice > upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success. policy/practice > teaching or research/creative work - Please rate how important or unimportant you think each would be to your success. policy/practice > importance > childcare childcare childcare - Please rate how important or unimportant you think each would be to your success. policy/practice > importance > childcare	theme name description Paid or unpaid research leave during the present paid-funpaid research leave during the present paid-funpaid research leave during the present paid-funpaid research leave during the pre-tenure period - Please rate how importance > policy/practice > importance > committee assignments for committee assignments or committee assignments for committee assignments or denure expected by your success. Policy/practice > importance > committee assignments for committee assignments for committee assignments for committee assignments or denure expected by your success. An upper limit on committee assignments for committee assignments or denure expected by your success. An upper limit on teaching obligations - importance > committee assignments An upper limit on teaching obligations - importance > committee assignments An upper limit on teaching obligations An	y Administration 2008-09 The mean Name Name	### Administration 2008-09 ### Texaculty Automatical Automatical	y Administration 2008-09 Mainteen Committee Com	Administration 2008-09 You All selector perms All comparables You You	Administration 2009-09	Administration 2008-09	Administration 2008-09	Administration 2018-109	Manual Part Manual Part	Administration 2008-09 Commission Co	Mathematical Part P

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WHITE FACULTY



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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			You	All selec	ted peers						You		All selec	ted peers			•	
theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean			mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.73	N/A	N/A	3.62	3.54	3.73	70	3.97	0.24	6%	N/A	N/A	3.89	3.79	4.07	62
policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.75	N/A	N/A	2.74	2.60	2.89	49	3.00	0.25	6%	N/A	N/A	3.05	2.94	3.16	42
policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.05	2.93	1	2.81	2.71	2.95	88	2.90	-0.15	-4%	3.23	6	3.12	2.88	3.34	26
policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.52	3.40	2	3.42	3.30	3.57	65	3.45	-0.07	-2%	3.48	4	3.44	3.25	3.60	51
policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.55	3.47	3	3.39	3.25	3.54	77	3.45	-0.10	-2%	3.76	6	3.52	3.26	3.72	37
policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.42	3.37	4	3.31	3.16	3.49	60	3.40	-0.02	-1%	3.73	6	3.47	3.24	3.69	35
policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.72	2.82	5	2.67	2.46	2.90	57	2.81	0.09	2%	2.98	5	2.89	2.66	3.07	43
policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.19	3.41	5	3.31	3.08	3.53	32	3.54	0.35	9%	3.36	2	3.39	3.16	3.59	72
policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.75	3.29	6	3.25	2.97	3.58	11	3.06	0.31	8%	3.28	5	3.33	3.11	3.57	22
policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.17	3.04	2	2.99	2.61	3.42	63	2.98	-0.19	-5%	3.20	5	3.03	2.74	3.36	49
policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	3.44	3.32	3	3.20	2.98	3.43	78	3.42	-0.02	-1%	3.23	2	3.19	2.95	3.45	71
	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > research policy/practice > effectiveness > research	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > research policy/practice > effectiveness > research policy/practice > effectiveness > tenure policy/practice > effectiveness > research policy/practice > effectiveness > research	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > climate/culture policy/practice > effectiveness > climate/culture policy/practice > climate/culture policy/p	theme name description mean policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > teaching policy/practice > effectiveness > research policy/practice > paid/unpaid research leave teresearch - How effective or ineffective for you have been the following at your institution? policy/practice > effectiveness > research leave teresearch leave to you have been the following at your institution? policy/practice > effectiveness > research leave teresearch leave to you have been the following at your institution? policy/pr	theme name description mean mean mean mean mean mean mean mea	theme name description mean mean mean peer rank Modified duties for parental or other family reansons - Please rate how important or unimportant or unimpor	theme name description mean mean per mean mean mean mean per mean mean per mean mean per mean per mean mean per mean mean per mean per mean mean per mean pe	theme name description mean mean performance policy/practice pimportance work/home modified duties work/home modified duties work/home modified duties work/home modified duties work/home policy/practice pimportance policy/practice pimportance policy/practice pimportance policy/practice policy/practice policy/practice policy/practice policy/practice policy/practice policy/practice policy/practice policy/practice performance province	theme name description mean mean mean description mean mean mean mean mean mean mean mea	theme name description meen meen meen per meen meen meen meen meen meen meen me	Herme name description reads to the period process of the following at your institution? Policy/practice and institution and the policy/practice and institution and	Herme rame description reads of the policy/practice survey from the policy/practice of	## Particles Par	March Part March March	Position Position	Personal Programments of the control	Manual M	March Marc

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Tenur	e-Track Faculty	Job Satisfacti	on Survey							l	RACE/ET	HNICITY	′						
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				You	All select	ed peers		All comp				You		All selec	ted peers			parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs W)		mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.27	3.20	2	2.98	2.80	3.24	78	3.47	0.20	5%	3.49	3	3.15	2.89	3.44	77
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.66	3.57	2	3.37	3.11	3.66	74	3.78	0.12	3%	3.61	1	3.42	3.13	3.72	84
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.16	3.05	2	3.04	2.92	3.16	74	3.12	-0.04	-1%	3.26	5	3.26	3.05	3.50	38
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.09	2.22	5	2.48	2.17	2.73	16	2.41	0.32	8%	2.68	5	2.61	2.35	2.91	29
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.01	2.42	6	2.31	2.01	2.59	25	2.26	0.25	6%	2.41	5	2.32	2.01	2.57	44
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.56	3.70	4	3.36	3.12	3.64	69	3.91	0.35	9%	3.48	2	3.26	2.97	3.53	92
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.62	2.86	5	2.60	2.34	2.78	53	2.48	-0.14	-4%	3.08	6	2.70	2.50	3.13	22
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.50	N/A	N/A	2.79	2.58	3.00	16	3.21	0.71	18%	N/A	N/A	2.80	2.51	3.04	100
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.53	N/A	N/A	2.67	1.93	3.20	3	2.19	0.66	17%	N/A	N/A	2.94	2.41	3.36	14
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons		2.91	N/A	N/A	2.98	2.77	3.20	40	3.21	0.30	8%	N/A	N/A	2.97	2.69	3.17	86
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.46	N/A	N/A	2.75	2.47	3.00	24	2.79	0.33	8%	N/A	N/A	2.86	2.58	3.04	44

means: 27 of 100



You

mean

3.16

3.08

3.49

4.24

3.59

3.64

3.66

N/A

N/A

3.55

3.47



The Collaborative on Academic Careers in Higher Education

institution makes

and tenure-track

compatible

institution makes

and tenure-track

compatible

colleagues make

having children

and tenure-track

compatible

colleagues make

raising children

and tenure-track

compatible

compensation

ability to balance

between

professional and

personal time

fairness of

immediate

supervisor's

evaluations

opportunities to

collaborate with

tenured faculty

place on your

work

description

My institution does what it can to make

compatible - Please indicate your level of

having children and the tenure-track

agreement or disagreement with the

My institution does what it can to make

compatible - Please indicate your level of

My departmental colleagues do what they

My departmental colleagues do what they

of agreement or disagreement with the

How satisfied or dissatisfied are you with

your compensation (that is, your salary and

How satisfied or dissatisfied are you with the

balance between professional time and

The fairness with which your immediate

supervisor evaluates your work - Please

dissatisfaction with the following aspects of

Your opportunities to collaborate with senior

faculty - Please indicate your level of

satisfaction or dissatisfaction with the

following aspects of your workplace:

satisfaction or dissatisfaction with the following aspects of your workplace:

indicate your level of satisfaction or

can to make raising children and the tenure-

of agreement or disagreement with the

can to make having children and the tenure-

track compatible - Please indicate your level 3.75

track compatible - Please indicate your level 3.80

raising children and the tenure-track

agreement or disagreement with the

following statements:

following statements:

following statements:

following statements:

colleagues are My colleagues are respectful of my efforts to

respectful of balance work and home responsibilities -

personal or family time?

your workplace:

interest tenured The interest senior faculty take in your faculty take in professional development - Please indicate

your professional your level of satisfaction or dissatisfaction development with the following aspects of your workplace:

value faculty in The value faculty in your department place

your department on your work - Please indicate your level of

work/home the following statements:

benefits)?

efforts to balance Please indicate your level of agreement with

Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

policy/practice > having children

policy/practice > raising children

item

Q35B

Q35D

Q35E

Q36

Q37

Q38A

Q38C

Q38D

theme

work/home

work/home

policy/practice >

policy/practice >

work/home

policy/practice >

policy/practice >

compensation

policy/practice >

work/home

climate, culture,

collegiality

climate, culture,

collegiality

climate, culture,

collegiality

climate, culture,

collegiality

work/home

work/home

•	aronna	State On	iversity												
		WHI	TE FACI	JLTY			RACE/E	THNICITY	,	FACUL	TY OF (COLOR			
	All select	ed peers peer	mean	All com 25th %tile	parables 75th %tile	your	mean	You net diff		All selec	ted peers peer	mean	All com 25th %tile	75th %tile	your
_	moun	rank	moun	mean	mean	%tile	moun	(vs W)	(vs W)	moun	rank	moun	mean	mean	%tile
	3.11	4	2.94	2.63	3.30	67	3.40	0.24	6%	3.13	3	3.00	2.75	3.31	81
	2.90	3	2.80	2.54	3.10	73	2.92	-0.16	-4%	3.03	4	2.86	2.68	3.07	52
	3.59	3	3.62	3.43	3.81	66	3.52	-0.23	-6%	3.54	4	3.44	3.17	3.64	51
	3.53	1	3.57	3.38	3.76	80	3.64	-0.16	-4%	3.55	3	3.42	3.19	3.64	76
	N/A	N/A	3.81	3.72	3.95	63	4.25	0.34	9%	N/A	N/A	3.75	3.62	4.00	92
	3.22	1	3.14	2.93	3.45	79	3.08	-0.41	-10%	3.06	4	3.01	2.74	3.34	54
	2.91	2	2.88	2.72	3.04	73	3.08	0.05	1%	2.90	2	2.91	2.72	3.09	72
	4.02	1	4.00	3.87	4.14	90	3.99	-0.25	-6%	4.06	4	3.87	3.71	4.06	59
	3.51	2	3.50	3.38	3.64	65	3.42	-0.17	-4%	3.49	5	3.44	3.27	3.65	44
	3.41	1	3.33	3.19	3.52	93	3.35	-0.29	-7%	3.34	3	3.32	3.11	3.52	60

means: 28 of 100

3.67

70

0.00

N/A

N/A

3.43

3.30

3.66

76





RACE/ETHNICITY

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	e-Track Faculty		on Survey								RACE/E1	THNICITY	1						
Surve	y Administration	n 2008-09					TE FAC									COLOR			
item	theme	name	description	You	All selec	peer peer rank	mean	All comp 25th %tile	75th %tile	your %tile	mean	net diff	% diff (vs W)	All select	peer peer rank	mean	All com 25th %tile	parables 75th %tile	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.74	3.53	1	3.48	3.38	<i>mean</i> 3.59	89	3.46	-0.28	-7%	3.44	4	3.42	3.27	3.60	50
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.48	3.67	6	3.71	3.59	3.84	6	3.56	0.08	2%	3.56	4	3.58	3.43	3.73	49
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.88	3.90	4	3.87	3.78	4.00	48	3.91	0.03	1%	3.75	2	3.72	3.58	3.92	74
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.76	3.98	6	3.98	3.89	4.08	10	3.99	0.23	6%	3.94	3	3.80	3.64	4.00	72
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.79	3.70	2	3.81	3.67	3.91	52	3.68	-0.11	-3%	3.71	4	3.68	3.50	3.92	50
Q41	climate, culture, collegiality	intellectual vitalit of tenured colleagues	The intellectual vitality of the senior y colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.56	3.36	2	3.40	3.21	3.55	77	3.46	-0.10	-3%	3.49	4	3.39	3.17	3.62	57
Q41A	climate, culture, collegiality	intellectual vitalit of pre-tenure colleagues	y The intellectual vitality of pre-tenure faculty in your department	4.11	N/A	N/A	4.02	3.96	4.16	59	4.03	-0.08	-2%	N/A	N/A	3.79	3.68	3.99	81
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.82	N/A	N/A	3.72	3.59	3.91	62	3.59	-0.23	-6%	N/A	N/A	3.56	3.35	3.81	54
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.93	N/A	N/A	3.86	3.71	4.07	59	3.87	-0.06	-2%	N/A	N/A	3.63	3.41	3.84	78
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.23	N/A	N/A	4.10	3.96	4.24	67	4.23	0.00	0%	N/A	N/A	3.97	3.75	4.23	77
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.97	3.88	2	3.90	3.78	4.02	65	3.91	-0.06	-2%	3.91	3	3.79	3.63	4.01	65

means: 29 of 100



The Collaborative on Academic Careers in Higher Education

overall rating of How do you rate your institution as a place

institution for junior faculty to work?

3.95

3.79

Q50 global satisfaction

Tenure-Track Faculty Job Satisfaction Survey

RACE/ETHNICITY Survey Administration 2008-09 WHITE FACULTY **FACULTY OF COLOR** You All selected peers All comparables You All selected peers All comparables 25th 75th 25th 75th peer your net diff % diff peer your item theme name description mean %tile %tile %tile %tile rank %tile (vs W) (vs W) rank %tile mean mean mean mean All things considered, how satisfied or institution as a Q45B global satisfaction dissatisfied are you with your institution as a 3.71 3.57 3 3.59 3.45 3.78 65 3.74 0.03 1% 3.63 3 3.59 3.43 3.75 70 place to work place to work? chief academic Who serves as the chief academic officer at N/A Q46A global satisfaction N/A your institution? officer CAO cares about The person who serves as the chief academic officer at my institution seems to Q46B global satisfaction quality of life for 3.45 3.16 2 3.18 2.93 3.46 73 3.08 -0.37 3.56 5 3.35 3.08 3.64 23 care about the quality of life for junior pre-tenure faculty faculty. how long will Assuming you achieve tenure, how long do Q47 global satisfaction remain at N/A you plan to remain at your institution? institution why you plan to Why do you plan to remain at your institution remain no more for no more than five years after earning Q47B global satisfaction N/A than 5 years tenure? would again If I could do it over, I would again choose to Q48 global satisfaction choose to work at 4.25 3.83 4.01 4.01 3.90 4.17 88 3.93 -0.323.91 3 3.61 4.06 56 to work at this institution. this institution would recommend If a candidate for a tenure-track faculty Q49 global satisfaction department as a position asked you about your department N/A place to work as a place to work, would you:

3.72

3.62

3.92

82

4.00

0.05

1%

3.84

3.57

3.73

83

3.96





ACADEMIC AREA

	e-Track Faculty							ACADEMIC AREA									
Survey Administration 2008-09			V	HUMANITIES All selected peers All compara						V	SOCIAL SCIENCES All selected peers All comparables						
item	theme	name	description	You mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	4.31	3.95	2	3.79	3.61	4.13	88	4.30	3.84	1	3.80	3.54	4.11	92
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	4.31	3.84	2	3.70	3.50	3.97	89	4.24	3.73	1	3.76	3.42	4.02	88
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	4.06	3.63	1	3.41	3.11	3.72	97	3.72	3.44	2	3.41	3.12	3.67	79
Q22	tenure practices overall	clarity of tenure body of evidence		4.30	3.70	1	3.65	3.47	3.88	96	4.05	3.63	1	3.63	3.37	3.82	91
Q23	tenure practices overall	clarity of sense of achieving tenure	f My sense of whether or not I will achieve tenure is	4.08	3.63	1	3.66	3.50	3.97	89	4.02	3.52	1	3.67	3.44	3.91	89
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.60	4.01	1	3.74	3.68	4.05	100	4.01	3.78	3	3.79	3.50	4.07	64
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.98	3.50	1	3.63	3.39	3.86	81	3.59	3.51	2	3.69	3.49	3.91	43
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.89	2.84	3	3.05	2.76	3.28	40	3.23	3.11	2	3.16	2.98	3.37	59
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.10	3.04	4	3.17	3.01	3.41	40	3.35	3.22	3	3.25	2.98	3.50	64
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.57	2.90	6	2.92	2.65	3.16	17	2.51	2.73	5	3.03	2.79	3.25	8
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.47	2.72	6	2.68	2.46	2.97	25	2.86	2.90	3	2.83	2.67	3.06	56

means: 31 of 100





ACADEMIC AREA

Survey Administration 2009 00										SOCIAL SCIENCES							
Survey Administration 2008-09		You	All coloct	HI ted peers	IUMANITIES All comparable				You	All coloc	ted peers	1					
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness		A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.51	3.76	1	3.76	3.55	4.10	100	4.24	3.71	1	3.83	3.55	4.10	84
Q25B	tenure expectations: reasonableness		A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.95	3.75	2	3.83	3.56	4.10	62	3.91	3.78	2	3.88	3.69	4.05	43
Q25C	tenure expectations: reasonableness		An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.37	3.27	3	3.47	3.21	3.73	51	3.65	3.39	1	3.51	3.32	3.70	69
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.67	3.32	1	3.52	3.24	3.72	72	3.62	3.64	4	3.60	3.37	3.87	45
Q25E	tenure expectations: reasonableness	of expectations:	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.21	3.29	4	3.41	3.19	3.56	28	3.32	3.29	4	3.45	3.29	3.64	29
Q25F	tenure expectations: reasonableness		A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.88	3.27	6	3.27	3.02	3.45	1	3.54	3.47	2	3.41	3.29	3.59	68
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	4.12	3.59	1	3.22	2.92	3.66	97	3.73	3.43	2	3.27	2.87	3.72	76
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	4.46	3.90	1	3.77	3.51	4.09	99	4.36	3.89	2	3.75	3.53	4.08	93
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.88	3.63	2	3.68	3.49	3.90	74	3.54	3.70	6	3.81	3.61	3.98	13
Q28B	nature of work overall	number of hours you work as a faculty member	member in an average week - Please	3.90	N/A	N/A	3.50	3.33	3.87	88	3.31	N/A	N/A	3.58	3.32	3.81	20
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.36	4.15	6	4.07	3.81	4.27	4	4.32	4.15	2	4.10	3.94	4.26	80

means: 32 of 100





The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

ACADEMIC AREA

Surve	y Administration	n 2008-09				UMANITI			SOCIAL SCIENCES								
				You	All selecte	ed peers					You	All select	ed peers	All compar			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.80	4.04	4	3.82	3.39	4.47	42	3.54	4.15	6	3.71	3.43	4.19	33
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.29	4.43	4	4.34	4.17	4.52	45	4.50	4.27	1	4.29	4.16	4.46	81
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.71	4.75	5	4.65	4.53	4.81	55	4.90	4.74	2	4.72	4.65	4.86	88
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.00	3.81	6	3.70	3.35	4.14	12	3.53	3.78	5	3.80	3.57	4.21	24
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.97	3.42	5	3.46	3.09	3.72	19	3.15	3.17	3	3.31	2.95	3.50	46
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	3.29	3.53	5	3.56	3.32	3.99	20	4.07	3.39	2	3.45	3.22	3.83	93
Q30B	nature of work > research		The amount of time you have to conduct presearch/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.31	2.86	2	2.72	2.29	3.11	84	2.53	3.13	6	2.84	2.61	3.28	20
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.51	2.88	1	2.92	2.58	3.28	91	2.63	3.15	6	3.19	2.91	3.40	9
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.62	4.46	2	4.50	4.31	4.67	62	4.72	4.61	3	4.51	4.42	4.69	82
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.37	3.07	2	3.27	2.83	3.66	56	3.61	3.28	2	3.23	2.93	3.64	73
Q32	nature of work overall		The amount of access you have to Teaching s Fellows, Graduate Assistants, et al Please indicate your level of satisfaction or dissatisfaction with the following:	2.09	2.68	6	2.76	2.43	3.19	7	3.10	3.19	4	2.82	2.60	3.28	56

means: 33 of 100





Survey Administration 2008-09

ACADEMIC AREA

Tenure-Track Faculty Job Satisfaction Survey					ACADEMIC AREA											ICEC					
Survey Administration 2008-09					HUMANITIES							SOCI									
item	theme	name	description	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile				
Q33A	nature of work overall	clerical/administr tive services	a Clerical/administrative services - How a satisfied are you with the quality of these support services?	4.50	3.86	1	3.78	3.48	4.16	96	3.91	3.41	1	3.55	3.19	3.89	79				
Q33B	nature of work > research	research service:	Research services - How satisfied are you with the quality of these support services?	3.74	3.12	2	3.14	2.74	3.59	83	2.86	3.34	6	3.03	2.70	3.35	27				
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.53	3.48	3	3.59	3.20	3.97	43	3.20	3.56	5	3.58	3.36	3.86	17				
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	4.43	3.71	1	3.58	3.33	3.95	96	3.78	3.54	1	3.48	3.25	3.78	75				
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - g Please rate how important or unimportant you think each would be to your success.	3.99	3.81	2	3.74	3.54	3.96	78	3.51	3.57	4	3.63	3.32	3.89	39				
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	3.85	4.27	6	4.27	4.04	4.50	11	4.54	4.15	1	4.24	4.08	4.51	81				
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	3.73	4.30	6	4.14	3.93	4.38	8	4.05	4.19	6	4.17	4.00	4.35	35				
Q34A4	policy/practice > importance > tenure	written summary of performance reviews		3.40	4.27	6	4.12	3.95	4.38	3	4.14	4.07	3	4.12	3.83	4.37	49				
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.02	3.86	6	3.73	3.56	4.05	3	4.05	4.05	4	4.04	3.95	4.30	35				
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.06	3.59	6	3.61	3.39	3.84	8	3.46	3.35	2	3.53	3.24	3.73	52				
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.43	4.74	6	4.71	4.56	4.86	11	4.88	4.56	1	4.64	4.51	4.76	93				

means: 34 of 100





ACADEMIC AREA

	e-Track Faculty		on Survey							ACADEN	IIIC ARE	4					
Surve	y Administratior	1 2008-09		You	All coloc	HI ted peers	UMANITI 	-	parables		You	All coloc	SOCI ted peers	AL SCIE	All com	narables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.60	4.63	4	4.59	4.37	4.87	41	4.65	4.38	1	4.46	4.32	4.67	73
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.05	3.92	6	3.79	3.52	4.04	1	3.97	3.78	2	3.77	3.57	3.97	76
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	3.95	4.38	6	4.38	4.24	4.61	3	4.30	4.34	4	4.36	4.20	4.51	36
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.70	4.59	2	4.61	4.51	4.78	63	4.43	4.54	6	4.64	4.55	4.77	13
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.18	4.08	3	4.01	3.85	4.22	65	3.99	3.94	3	3.94	3.81	4.05	60
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.65	3.59	6	3.56	3.29	3.86	3	3.98	3.47	1	3.58	3.38	3.92	81
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.86	3.08	5	3.43	3.07	3.85	14	3.04	2.72	1	3.22	2.85	3.48	47
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.77	3.96	5	3.99	3.80	4.23	22	4.10	3.82	1	3.95	3.74	4.19	55
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.15	3.65	4	3.71	3.42	4.10	12	3.71	3.58	4	3.54	3.38	3.90	57
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.74	N/A	N/A	3.09	2.92	3.43	10	3.36	N/A	N/A	2.88	2.81	3.16	97
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.40	N/A	N/A	3.73	3.62	3.96	14	4.22	N/A	N/A	3.78	3.49	3.93	85

means: 35 of 100





Survey Administration 2008-09

ACADEMIC AREA

	e-Track Faculty		on Survey						1	ACADEN	IIC ARE	A					
Surve	y Administration	n 2008-09		V	A.II I		UMANITI				V.	A.II		AL SCIE			
item	theme	name	description	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.39	N/A	N/A	3.71	3.50	3.95	14	4.10	N/A	N/A	3.78	3.70	4.06	82
Q34A2 0	policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.25	N/A	N/A	2.85	2.61	3.09	0	2.81	N/A	N/A	2.76	2.64	2.90	67
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - g How effective or ineffective for you have been the following at your institution?	3.53	3.15	2	2.93	2.65	3.12	92	3.13	3.13	4	2.90	2.62	3.18	69
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.23	3.48	5	3.49	3.23	3.79	24	3.89	3.39	1	3.42	3.22	3.71	88
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.69	3.61	2	3.47	3.22	3.66	81	3.51	3.44	3	3.48	3.16	3.72	53
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews		3.46	3.63	4	3.40	3.21	3.72	53	3.57	3.41	3	3.38	3.14	3.73	65
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.50	2.91	5	2.73	2.44	3.03	34	2.41	2.60	5	2.72	2.41	2.93	25
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	2.92	3.29	5	3.26	2.96	3.59	21	3.17	3.29	4	3.37	3.06	3.58	35
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.14	3.47	6	3.28	2.69	3.96	5	2.55	3.32	6	3.25	2.85	3.77	16
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.33	3.48	4	3.18	2.50	3.80	49	2.76	3.13	4	3.04	2.54	3.84	37
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.04	N/A	3.10	2.91	3.57	N<5	2.73	3.04	4	3.09	2.77	3.59	24

means: 36 of 100





ACADEMIC AREA

	e-Track Faculty		on Survey							ACADE	IIIC ARE	A					
Surve	y Administration	1 2008-09		You	All coloo	HI ted peers	JMANITI 	-	norobloo		Vau	All coloct		AL SCIE		noroblos	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	4.00	3.11	1	2.86	2.53	3.27	97	3.50	3.43	4	3.00	2.76	3.48	77
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.75	3.78	4	3.52	3.14	3.98	62	3.51	3.62	3	3.44	3.17	3.89	47
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	2.94	3.33	6	3.12	2.96	3.44	24	2.93	2.96	4	3.08	2.84	3.35	31
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	1.97	N/A	2.42	1.92	2.64	N<5	1.52	2.45	5	2.35	1.97	2.69	7
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	2.19	N/A	2.16	1.68	2.71	N<5	N<5	2.19	N/A	2.19	1.66	2.65	N<5
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.93	3.84	3	3.26	3.23	3.90	76	3.81	3.40	4	3.34	3.08	3.89	71
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	3.98	2.70	1	2.53	2.14	3.10	96	2.22	2.62	4	2.60	2.22	3.01	25
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.79	2.56	2.85	N<5	N<5	N/A	N/A	2.90	2.84	3.00	N<5
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.62	1.81	3.16	N<5	N<5	N/A	N/A	2.51	2.04	3.40	N<5
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	reasons - How effective or ineffective for	N<5	N/A	N/A	2.96	2.78	3.62	N<5	2.42	N/A	N/A	2.84	2.29	3.00	32
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.71	2.71	3.08	N<5	N<5	N/A	N/A	2.58	2.72	2.94	N<5

means: 37 of 100





The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

	e-Track Faculty		on Survey							ACADEN	IIC ARE	A					
Surve	y Administratio	n 2008-09					JMANITI							AL SCIE			
item	theme	name	description	You	All selec	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	All select	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	naving children and the tenure-track	3.32	3.07	3	2.83	2.66	3.27	76	2.63	3.03	4	2.87	2.49	3.35	35
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	raising children and the tenure-track	3.67	2.79	2	2.68	2.42	3.09	97	2.34	2.84	4	2.73	2.40	3.05	24
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	track compatible. Please indicate your level	3.84	3.68	4	3.63	3.37	3.93	67	3.50	3.61	4	3.54	3.24	4.00	42
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	track compatible - Please indicate your level	3.81	3.64	4	3.65	3.38	3.94	64	3.44	3.43	4	3.46	3.18	3.85	41
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.55	N/A	N/A	3.72	3.54	4.08	29	4.14	N/A	N/A	3.76	3.47	4.00	84
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.18	2.66	1	2.93	2.52	3.26	71	3.24	3.08	3	2.97	2.68	3.44	63
Q37	policy/practice > work/home	ability to balance between professional and personal time	halance between professional time and	3.12	2.85	2	2.82	2.48	3.08	83	3.22	3.06	2	2.97	2.75	3.16	76
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.49	3.97	1	4.08	3.78	4.36	86	4.45	3.98	2	4.02	3.73	4.29	85
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	professional development - Please indicate	3.93	3.67	2	3.57	3.35	3.82	85	4.20	3.73	1	3.54	3.31	3.81	95
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.70	3.15	1	3.29	3.06	3.59	87	3.79	3.38	1	3.14	2.91	3.46	95
Q38D	climate, culture, collegiality		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.16	N/A	N/A	3.61	3.39	3.80	96	4.09	N/A	N/A	3.38	3.10	3.73	100

means: 38 of 100





The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

ACADEMIC AREA

Surve	y Administration	1 2008-09					UMANITI							AL SCIE			
				You	All select	ed peers			parables		You	All select	ed peers			parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.04	3.61	2	3.52	3.26	3.76	90	3.86	3.67	2	3.39	3.11	3.66	88
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.15	3.82	2	3.82	3.59	4.04	79	3.94	3.84	2	3.71	3.47	3.93	76
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.78	3.77	4	3.89	3.72	4.09	30	4.10	4.00	3	3.87	3.73	4.09	77
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.36	4.03	1	4.09	3.94	4.26	84	4.21	4.22	3	4.06	3.92	4.26	68
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.29	3.68	1	3.81	3.58	4.07	90	4.17	3.97	2	3.78	3.53	4.07	83
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior y colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.69	3.35	2	3.47	3.12	3.72	71	3.80	3.40	3	3.35	3.04	3.71	81
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.35	N/A	N/A	4.11	3.92	4.31	82	4.58	N/A	N/A	4.04	3.90	4.31	97
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.88	N/A	N/A	3.79	3.57	3.95	67	4.02	N/A	N/A	3.64	3.49	3.87	91
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.25	N/A	N/A	3.87	3.69	4.08	85	4.39	N/A	N/A	3.83	3.57	4.08	91
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.13	N/A	N/A	4.10	3.89	4.35	54	4.65	N/A	N/A	3.97	3.63	4.49	95
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.10	3.95	3	3.90	3.62	4.17	68	4.46	3.92	1	3.89	3.63	4.14	96



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

ACADEMIC AREA

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Surv	ey Administration	n 2008-09				HU	JMANITI	ES					SOCI	AL SCIE	NCES		
	•			You	All select	ed peers		All com	oarables		You	All select	ted peers		All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45E	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.49	3.31	3	3.50	3.29	3.75	44	3.33	3.47	4	3.59	3.27	3.82	28
Q46 <i>F</i>	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46E	global satisfaction	CAO cares abou quality of life for pre-tenure facult	academic officer at my institution seems to	2.57	3.17	6	2.99	2.66	3.40	17	2.92	3.36	4	3.20	2.83	3.61	31
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47E	global satisfaction		Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work a this institution	t If I could do it over, I would again choose to to work at this institution.	4.13	3.94	3	4.08	3.89	4.31	48	4.48	4.06	1	4.03	3.73	4.30	95
Q49		department as a	d If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.90	3.69	2	3.70	3.53	3.97	67	3.79	3.86	4	3.75	3.53	3.99	56



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

ACADEMIC AREA

PHYSICAL SCIENCES BIOLOGICAL SCIENCES

Surve	y Administration	n 2008-09				PHYSI	CAL SCI	ENCES					BIOLOG	ICAL SC	CIENCES	;	
				You	All selec	ted peers			parables		You	All select	ted peers			oarables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	4.00	3.84	1	3.79	3.69	4.11	55	N<5	3.64	N/A	3.81	3.42	4.00	N<5
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	3.21	3.89	4	3.69	3.61	4.07	8	N<5	3.61	N/A	3.75	3.57	4.00	N<5
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	2.69	3.65	4	3.42	3.28	3.74	2	N<5	3.22	N/A	3.36	3.00	3.83	N<5
Q22	tenure practices overall	clarity of tenure body of evidence		3.48	3.73	4	3.64	3.45	3.82	27	N<5	3.43	N/A	3.56	3.45	3.86	N<5
Q23	tenure practices overall	clarity of sense o achieving tenure	f My sense of whether or not I will achieve tenure is	3.78	3.65	2	3.60	3.44	3.85	69	N<5	3.40	N/A	3.50	3.21	3.87	N<5
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.41	3.90	4	3.79	3.62	4.14	12	N<5	3.49	N/A	3.73	3.60	4.15	N<5
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.83	3.79	4	3.73	3.46	4.00	49	N<5	3.43	N/A	3.59	3.18	3.79	N<5
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.16	3.22	3	3.25	3.00	3.58	35	N<5	3.11	N/A	3.06	2.98	3.32	N<5
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.21	3.27	2	3.35	3.02	3.57	47	N<5	3.28	N/A	3.21	2.95	3.58	N<5
Q24E	tenure expectations: clarity	expectations:	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.04	3.06	4	3.06	2.71	3.23	53	N<5	2.80	N/A	2.90	2.55	3.28	N<5
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.82	2.96	4	2.79	2.66	3.15	50	N<5	2.82	N/A	2.76	2.39	3.12	N<5

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness		A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.59	4.09	4	3.86	3.70	4.27	16	N<5	3.66	N/A	3.66	3.49	4.05	N<5
Q25B	tenure expectations: reasonableness		A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.44	4.02	4	3.80	3.67	4.09	12	N<5	3.58	N/A	3.78	3.51	4.14	N<5
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.52	3.49	3	3.60	3.42	3.95	38	N<5	3.38	N/A	3.46	3.29	3.88	N<5
Q25D	tenure expectations: reasonableness		A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.30	3.61	4	3.60	3.26	3.84	29	N<5	3.54	N/A	3.61	3.39	4.00	N<5
Q25E	tenure expectations: reasonableness	of expectations:	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.16	3.31	4	3.41	3.20	3.65	12	N<5	3.24	N/A	3.40	3.28	3.89	N<5
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.16	3.31	4	3.32	3.20	3.64	15	N<5	3.21	N/A	3.32	3.16	3.67	N<5
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.69	3.19	4	3.30	3.11	3.70	6	N<5	3.29	N/A	3.27	2.90	3.69	N<5
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	2.78	4.10	4	3.78	3.55	4.17	2	N<5	3.82	N/A	3.69	3.60	4.24	N<5
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.90	3.74	1	3.64	3.37	3.88	80	N<5	3.53	N/A	3.66	3.34	3.89	N<5
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.20	N/A	N/A	3.45	3.21	3.70	24	N<5	N/A	N/A	3.36	3.24	3.67	N<5
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.14	4.19	2	4.09	3.88	4.31	51	N<5	4.09	N/A	4.11	3.91	4.36	N<5





ACADEMIC AREA

	e-Track Faculty		on Survey						-	ACADEN	IIC ARE						
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item	theme	name	description	You	All select	peers peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You mean	mean	peers peer rank	mean	25th %tile mean	parables 75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.06	4.45	3	3.92	3.75	4.38	39	N<5	3.90	N/A	3.70	3.67	4.15	N<5
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.14	4.37	4	4.19	3.86	4.51	41	N<5	4.23	N/A	4.23	3.91	4.46	N<5
Q29D	nature of work > teaching	discretion over course content	•	4.00	4.73	4	4.47	4.11	4.73	10	N<5	4.48	N/A	4.58	4.41	4.82	N<5
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.55	3.94	4	3.86	3.60	4.25	22	N<5	3.88	N/A	3.79	3.67	4.18	N<5
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.81	3.62	3	3.41	2.97	3.95	69	N<5	3.23	N/A	3.42	3.16	3.89	N<5
Q29G	nature of work > teaching	quality of graduate student	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	2.59	3.50	4	3.15	2.81	3.54	9	N<5	3.39	N/A	3.41	3.25	4.00	N<5
Q30B	nature of work > research		The amount of time you have to conduct or research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.32	3.55	3	2.78	2.59	3.31	76	N<5	2.93	N/A	2.71	2.49	3.20	N<5
Q30C	nature of work > research	expectations for finding external funding		3.14	3.22	3	3.09	3.00	3.46	41	N<5	3.12	N/A	3.04	2.84	3.32	N<5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.59	4.49	2	4.38	4.28	4.58	76	N<5	4.40	N/A	4.44	4.28	4.63	N<5
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of s satisfaction or dissatisfaction with the following:	3.21	3.43	3	3.48	3.22	3.84	24	N<5	3.43	N/A	3.26	3.07	4.06	N<5
Q32			The amount of access you have to Teaching s Fellows, Graduate Assistants, et al Please b. indicate your level of satisfaction or dissatisfaction with the following:	3.41	3.43	2	3.10	2.99	3.60	55	N<5	3.39	N/A	2.89	2.83	3.54	N<5

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Tenur		y Job Satisfacti	careers in Higher Education on Survey			PHYSI	CAL SC	ENCES	1	ACADEN	IIC ARE		BIOLOG	SICAL SO	CIENCES	;	
	•			You	All selec	ted peers		All com	parables		You	All selec	ted peers		All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How a satisfied are you with the quality of these support services?	2.85	3.90	4	3.57	3.26	3.94	10	N<5	3.21	N/A	3.25	2.77	3.82	N<5
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.31	3.67	4	3.31	3.04	3.81	2	N<5	3.28	N/A	3.01	2.90	3.60	N<5
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.21	3.97	4	3.69	3.51	3.92	13	N<5	3.51	N/A	3.46	3.24	3.93	N<5
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	2.49	3.91	4	3.46	3.02	3.72	6	N<5	3.67	N/A	3.07	2.77	3.52	N<5
Q34A1	policy/practice > importance > climate/culture		Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.20	3.91	4	3.59	3.30	4.01	16	N<5	4.03	N/A	3.75	3.56	4.14	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.53	4.17	1	4.20	4.02	4.44	81	N<5	4.26	N/A	4.27	4.09	4.60	N<5
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.10	4.11	2	4.11	3.86	4.31	43	N<5	4.18	N/A	4.03	3.99	4.42	N<5
Q34A4	policy/practice > importance > tenure	written summary of performance reviews		3.83	4.04	2	3.98	3.73	4.27	35	N<5	4.09	N/A	3.99	3.82	4.30	N<5
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.00	4.06	4	4.11	4.00	4.44	23	N<5	4.37	N/A	4.25	4.15	4.50	N<5
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.83	3.39	1	3.56	3.42	3.83	75	N<5	3.83	N/A	3.69	3.52	4.07	N<5
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	3.40	3.89	4	4.16	3.91	4.35	2	N<5	4.33	N/A	4.18	3.90	4.47	N<5

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	e-Track Faculty		on Survey						- 1	ACADEN	IIC ARE						
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item	theme	name	description	You	mean	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	All select	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.43	4.04	1	4.02	3.64	4.40	78	N<5	3.90	N/A	4.05	3.65	4.17	N<5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.00	3.34	1	3.39	3.10	3.61	96	N<5	3.62	N/A	3.65	3.41	3.80	N<5
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	3.60	3.92	4	4.08	3.89	4.32	6	N<5	4.13	N/A	4.19	3.99	4.38	N<5
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.73	4.49	2	4.47	4.36	4.71	82	N<5	4.53	N/A	4.55	4.35	4.74	N<5
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	3.67	3.88	3	3.89	3.65	4.09	27	N<5	3.98	N/A	4.03	3.85	4.25	N<5
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.14	3.48	4	3.55	3.24	3.97	15	N<5	3.91	N/A	3.82	3.60	4.13	N<5
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.80	2.57	2	3.21	2.66	3.52	41	N<5	3.01	N/A	3.30	2.78	3.67	N<5
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.67	3.66	2	3.70	3.36	3.94	49	N<5	3.84	N/A	3.98	3.61	4.24	N<5
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.80	3.90	2	3.57	3.53	3.92	60	N<5	4.29	N/A	3.62	3.25	3.98	N<5
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.30	N/A	N/A	2.88	2.73	3.07	0	N<5	N/A	N/A	2.95	2.66	2.94	N<5
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	2.56	N/A	N/A	3.64	3.29	3.88	0	N<5	N/A	N/A	3.78	3.62	3.95	N<5

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Surve	y Administratio	n 2008-09		You	All coloct		CAL SCI		orobloo		Vou		BIOLOG	ICAL SC			
item	theme	name	description	mean	All select mean	peer rank	mean	All comp 25th %tile mean	75th %tile mean	your %tile	You	All select	peer rank	mean	All comp 25th %tile mean	75th %tile mean	your %tile
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	2.73	N/A	N/A	3.53	3.44	3.78	0	N<5	N/A	N/A	3.73	3.40	3.79	N<5
Q34A2 0	policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.03	N/A	N/A	2.71	2.23	2.74	7	N<5	N/A	N/A	2.71	2.47	2.89	N<5
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - g How effective or ineffective for you have been the following at your institution?	N<5	3.01	N/A	2.97	2.65	3.25	N<5	N<5	2.96	N/A	2.86	2.42	3.27	N<5
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.85	3.48	2	3.50	3.33	3.84	78	N<5	3.44	N/A	3.49	3.17	3.91	N<5
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	2.82	3.58	4	3.44	3.20	3.64	9	N<5	3.61	N/A	3.32	3.14	3.80	N<5
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews		N<5	3.51	N/A	3.36	3.07	3.66	N<5	N<5	3.52	N/A	3.25	3.05	3.71	N<5
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	3.55	N/A	2.93	2.64	3.36	N<5	N<5	2.58	N/A	2.71	2.40	3.10	N<5
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.24	3.48	4	3.29	3.13	3.61	33	N<5	3.42	N/A	3.45	3.14	3.65	N<5
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	N<5	3.18	N/A	3.36	3.02	3.71	N<5	N<5	2.75	N/A	2.93	2.77	3.40	N<5
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.78	N/A	3.26	2.89	4.24	N<5	N<5	2.87	N/A	2.99	2.49	3.27	N<5
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.17	N/A	3.21	2.83	3.52	N<5	N<5	3.41	N/A	3.19	3.00	3.51	N<5

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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

ACADEMIC AREA

	e-Track Faculty		on Survey							ACADEN	IIC AREA						
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				You	All select	ted peers			parables		You	All select	ted peers		All comp		
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.70	N/A	3.40	3.23	3.74	N<5	N<5	3.04	N/A	3.07	2.74	3.58	N<5
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	N<5	4.01	N/A	3.63	3.48	4.05	N<5	N<5	3.30	N/A	3.26	3.10	3.86	N<5
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	2.99	3.62	3	3.24	2.95	3.57	28	N<5	2.67	N/A	3.09	2.96	3.51	N<5
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.80	N/A	2.65	2.24	3.20	N<5	N<5	2.16	N/A	2.47	2.08	2.84	N<5
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	2.67	N/A	2.55	1.89	3.69	N<5	N<5	1.56	N/A	2.35	2.27	2.91	N<5
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	4.09	N/A	3.36	3.36	3.83	N<5	N<5	3.69	N/A	3.31	3.13	4.03	N<5
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	3.91	N/A	2.74	2.41	3.12	N<5	N<5	3.10	N/A	2.65	2.72	3.35	N<5
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.93	N/A	N/A	N<5	N<5	N/A	N/A	2.57	2.83	2.83	N<5
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.97	2.84	3.21	N<5	N<5	N/A	N/A	2.80	2.00	3.78	N<5
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	vou have been the following at your	N<5	N/A	N/A	3.28	2.59	3.17	N<5	N<5	N/A	N/A	2.81	2.27	2.74	N<5
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.04	N/A	N/A	N<5	N<5	N/A	N/A	2.45	2.40	2.40	N<5

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	e-Track Faculty		on Survey						4	ACADEN	IIC AREA						
Surve	y Administration	n 2008-09					CAL SCI						BIOLOG	ICAL SC			
				You	All selec	ted peers		All comp 25th	parables 75th		You	All select	ed peers		All comp 25th	parables 75th	
item	theme	name	description	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	compatible - Please indicate your level of	3.33	3.90	4	3.16	2.82	3.62	48	N<5	3.17	N/A	3.07	2.29	3.28	N<5
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	raising children and the tenure-track	3.06	3.56	3	2.95	2.84	3.48	42	N<5	2.86	N/A	2.87	2.44	3.16	N<5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	track compatible - Please indicate your level	3.69	3.89	3	3.68	3.38	4.10	49	N<5	3.64	N/A	3.61	3.23	3.77	N<5
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	can to make raising children and the tenure-	3.66	3.84	2	3.64	3.25	4.09	57	N<5	3.51	N/A	3.54	3.17	3.71	N<5
Q35E	policy/practice > work/home	respectful of	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.89	N/A	N/A	3.72	3.42	4.10	64	N<5	N/A	N/A	3.85	3.26	4.16	N<5
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	2.93	3.50	3	3.10	2.72	3.68	35	N<5	3.16	N/A	3.10	2.76	3.55	N<5
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the	2.66	2.85	4	2.79	2.58	3.02	33	N<5	2.82	N/A	2.81	2.48	3.14	N<5
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.52	4.12	4	3.87	3.61	4.29	20	N<5	4.12	N/A	3.95	3.73	4.30	N<5
Q38B	climate, culture, collegiality	faculty take in	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.80	4.13	4	3.65	3.22	3.99	50	N<5	3.38	N/A	3.57	3.20	3.79	N<5
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.46	4.11	4	3.61	3.56	4.00	17	N<5	3.42	N/A	3.63	3.24	3.86	N<5
Q38D	climate, culture, collegiality		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.49	N/A	N/A	3.60	3.57	4.00	13	N<5	N/A	N/A	3.38	3.04	3.36	N<5

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The Collaborative on Academic Careers in Higher Education

	e-Track Faculty		on Survey			DUVC	0AL 00	FNOFO	1	ACADEN	IIC ARE		DIOLOG	10AL 00	NENCE		
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.60	3.91	3	3.59	3.24	3.91	48	N<5	3.30	N/A	3.59	3.13	3.68	N<5
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.67	3.65	2	3.71	3.46	3.99	45	N<5	3.48	N/A	3.77	3.31	3.84	N<5
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.43	4.02	1	3.79	3.55	4.13	93	N<5	3.76	N/A	3.97	3.64	4.18	N<5
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.70	3.74	4	3.81	3.64	4.15	30	N<5	3.96	N/A	4.03	3.78	4.29	N<5
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.80	3.79	1	3.76	3.33	4.07	52	N<5	3.41	N/A	3.78	3.12	3.90	N<5
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.92	3.79	4	3.58	3.32	4.08	13	N<5	3.05	N/A	3.41	3.09	3.80	N<5
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.56	N/A	N/A	3.88	3.93	4.41	93	N<5	N/A	N/A	4.07	3.81	4.23	N<5
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.17	N/A	N/A	3.53	3.12	3.83	31	N<5	N/A	N/A	3.41	3.03	3.48	N<5
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.10	N/A	N/A	3.72	3.55	4.11	73	N<5	N/A	N/A	3.69	3.17	3.55	N<5
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	3.66	N/A	N/A	4.15	3.86	4.37	4	N<5	N/A	N/A	4.24	3.83	4.37	N<5
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.66	4.13	4	3.89	3.66	4.25	24	N<5	3.77	N/A	3.94	3.80	4.23	N<5

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

ACADEMIC AREA

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Surv	ey Administration	n 2008-09				PHYSI	CAL SCI	ENCES					BIOLOG	ICAL SC	IENCES	;	
				You	All selec	ted peers		All com	parables		You	All select	ted peers		All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45E	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	2.86	3.76	4	3.51	3.40	3.89	6	N<5	3.27	N/A	3.39	3.10	3.87	N<5
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46E	global satisfaction	CAO cares abou quality of life for pre-tenure facult	academic officer at my institution seems to	N<5	3.46	N/A	3.17	2.79	3.65	N<5	N<5	2.58	N/A	3.04	2.36	3.61	N<5
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47E	global satisfaction		Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work a this institution	at If I could do it over, I would again choose to to work at this institution.	3.82	4.07	4	3.84	3.76	4.36	28	N<5	3.77	N/A	3.77	3.65	4.21	N<5
Q49	global satisfaction	department as a	nd If a candidate for a tenure-track faculty a position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.96	4.02	4	3.75	3.65	4.14	53	N<5	3.65	N/A	3.63	3.49	4.08	N<5



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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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				You	All select	ed peers			parables		You	All selec	ted peers			parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	N<5	3.55	N/A	3.62	3.38	3.95	N<5	3.98	3.86	3	3.78	3.54	3.92	80
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	N<5	3.38	N/A	3.49	3.29	3.81	N<5	3.96	3.74	2	3.63	3.32	3.86	80
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	N<5	3.17	N/A	3.23	3.02	3.55	N<5	3.59	3.42	2	3.27	2.98	3.53	82
Q22	tenure practices overall	clarity of tenure body of evidence		N<5	3.45	N/A	3.39	3.21	3.72	N<5	3.92	3.65	1	3.54	3.32	3.73	89
Q23	tenure practices overall	clarity of sense o achieving tenure	f My sense of whether or not I will achieve tenure is	N<5	3.45	N/A	3.60	3.33	3.88	N<5	3.66	3.67	4	3.61	3.39	3.79	58
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.66	N/A	3.57	3.34	3.87	N<5	4.04	3.94	2	3.70	3.47	3.99	82
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.90	N/A	3.78	3.53	4.03	N<5	3.89	3.59	2	3.77	3.59	3.94	70
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.06	N/A	3.22	2.85	3.42	N<5	3.80	3.31	1	3.27	3.09	3.62	89
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.27	N/A	3.22	2.91	3.60	N<5	3.46	3.11	1	3.20	2.92	3.46	74
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.55	N/A	3.01	2.71	3.27	N<5	3.05	2.86	2	2.99	2.79	3.24	57
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.60	N/A	2.87	2.56	3.16	N<5	3.43	2.92	1	2.96	2.76	3.21	89
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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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e reasonablen			mean	rank	mean	%tile mean	%tile mean	your %tile	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile
	ess A scholar - Is what's expected in order to ons: earn tenure REASONABLE to you regarding your performance as:	N<5	3.57	N/A	3.57	3.38	3.92	N<5	4.03	3.64	1	3.72	3.52	4.02	76
		N<5	3.95	N/A	3.80	3.56	4.05	N<5	3.90	3.74	3	3.86	3.68	4.10	52
		N<5	3.48	N/A	3.53	3.17	3.70	N<5	3.99	3.61	1	3.60	3.45	3.90	83
of expectations: colleague	ons: expected in order to earn tenure in REASONABLE to you regarding your	N<5	3.44	N/A	3.51	3.18	3.81	N<5	3.61	3.47	3	3.56	3.34	3.75	57
ions: of expectation	ons: order to earn tenure REASONABLE to you	N<5	3.19	N/A	3.36	3.13	3.57	N<5	3.52	3.30	2	3.41	3.23	3.65	67
of expectations: member of	ons: what's expected in order to earn tenure of REASONABLE to you regarding your	N<5	2.88	N/A	3.35	3.17	3.67	N<5	3.78	3.34	1	3.43	3.23	3.67	86
ctices messages at tenure fror tenured	out I have received consistent messages from senior colleagues about the requirements for tenure.	N<5	3.13	N/A	2.91	2.55	3.38	N<5	3.56	3.54	4	3.21	2.71	3.56	76
ctices ii based on	eritoria rather than on per performance	N<5	4.00	N/A	3.61	3.20	4.06	N<5	3.91	3.84	4	3.78	3.34	4.15	58
your time as	s a satisfaction or dissatisfaction with the	N<5	3.79	N/A	3.70	3.30	3.92	N<5	3.93	3.87	2	3.67	3.54	3.98	71
work you work as	member in an average week - Please	N<5	N/A	N/A	3.21	2.81	3.56	N<5	3.55	N/A	N/A	3.48	3.25	3.76	51
		N<5	4.52	N/A	4.07	3.77	4.34	N<5	4.07	4.03	4	3.99	3.98	4.28	42
	ons: eness of expectation teacher reasonablen of expectation advisor reasonablen of expectation colleague departmen reasonablen of expectation colleague departmen reasonablen of expectation communit communit communit communit communit consistent messages at tenure for tenure for tenure for tenure decileague tenure decision based on performance colleague tenu	ons: teacher search t	ons: teacher services teacher services and services teacher services and services a	ons: of expectations: earn tenure REASONABLE to you regarding your performance as: reasonableness of expectations: advisor reasonableness of expectations: advisor reasonableness of expectations: of expectations: colleague in department reasonableness of expectations: colleague in department of department reasonableness of expectations: colleague in department of expectations: colleague in department reasonableness of expectations: colleague in department of expectations: colleague in department reasonableness of expectations: campus citizen of expectations: cam	ons: of expectations: teacher of the proper performance as: of expectations: teacher of the proper performance as: ons: ons: ons: ons: ons: ons: ons: ons:	ons: of expectations: earn tenure REASONABLE to you regarding your performance as: reasonableness of expectations: advisor of expectations: of expectations: advisor of expectations: advisor of expectations: oness oness ones: oness of expectations: of expectati	ons: of expectations: banker wour performance as: e reasonableness of expectations: or exp	ones of expectations: earn tenure REASONABLE to you regarding vour performance as: reasonableness advisor is underto earn tenure REASONABLE to you regarding your performance as: reasonableness advisor is underto earn tenure REASONABLE to you regarding your performance as: reasonableness of expectations: ones; of expectations: ones; of expectations: ones; of expectations: order to earn tenure REASONABLE to you regarding your performance as: reasonableness A campus citizen - 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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.70	N/A	3.57	3.08	4.23	N<5	4.17	3.90	2	3.60	3.37	4.15	77
nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.13	N/A	4.22	3.93	4.45	N<5	4.01	3.93	3	4.16	3.92	4.40	32
nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.69	N/A	4.66	4.49	4.82	N<5	4.00	4.14	5	4.32	4.18	4.62	12
nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.16	N/A	3.75	3.36	4.13	N<5	3.77	3.85	4	3.92	3.67	4.20	30
nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.44	N/A	3.32	3.06	3.74	N<5	2.96	3.42	5	3.30	2.91	3.74	27
nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	N<5	3.77	N/A	3.66	3.38	3.93	N<5	3.49	3.55	4	3.28	3.13	3.71	53
nature of work > research			N<5	2.80	N/A	2.51	2.09	2.86	N<5	3.22	3.10	4	2.85	2.60	3.36	59
nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.75	N/A	2.71	2.42	3.00	N<5	3.14	2.84	1	2.90	2.72	3.21	66
nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.30	N/A	4.29	4.11	4.55	N<5	4.18	4.08	2	4.09	3.97	4.36	48
nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.69	N/A	2.77	2.22	3.19	N<5	3.92	3.33	1	3.30	3.09	3.75	86
nature of work overall			N<5	2.87	N/A	2.50	2.43	3.11	N<5	3.38	3.07	1	2.91	2.68	3.46	71
	nature of work > teaching nature of work > research nature of work > research nature of work > research	nature of work teaching courses you teach nature of work teaching degree of influence over which courses you teach nature of work teaching discretion over course content nature of work teaching number of students you teach nature of work teaching quality of undergraduate students nature of work teaching amount of time to conduct research nature of work research expectations for finding external funding nature of work overall influence over fecus of research nature of work overall amount of facilities	nature of work > teaching number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following: nature of work > teaching degree of influence over which courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following: nature of work > teaching discretion over course content The discretion you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following: nature of work > teaching number of students you teach - Please indicate your level of satisfaction or dissatisfaction or dissatisfaction with the following: nature of work > teaching quality of undergraduate students you teach - Please indicate your level of satisfaction or dissatisfaction with the following: nature of work > teaching quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following: nature of work > research amount of time to conduct research or dissatisfaction or dissatisfaction with the following: nature of work > research influence over froing external funding The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction or dissatis	nature of work teaching number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following: N-5 nature of work teaching degree of influence over which courses you teach - 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Please indicate your level or satisfaction or dissatisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work - Please indicate your level or dissatisfaction or dissatisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or w	nature of work courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following: nature of work teaching nature of work > the teaching external funding external funding external funding external funding you are expectation for following: The amount of time to following: The amount of external funding you are expectation for following: The amount of external funding you are expectation for following: The amount of external funding you are expectation for dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teachin	nature of work teaching nature of work teachi	nature of work > courses you feed of satisfaction or disastisfaction with the following: nature of work > degree of influence over which courses you teach - Please indicate your feed of satisfaction or disastisfaction with the following: nature of work > degree of influence over which courses you teach - Please indicate your feed of satisfaction or disastisfaction with the following: The degree of influence you have over the course you teach - Please indicate your feed of satisfaction or disastisfaction with the following: The degree of influence you have over the content of your courses you teach - Please indicate your feed of satisfaction or disastisfaction with the following: The degree of influence you have over the content of your courses you teach - Please indicate your feed of satisfaction or disastisfaction or disastisfaction or disastisfaction with the following: nature of work > quality of undergraduate students you teach - 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Please indicate your level of satisfaction with the following: **The indicate your level of facilities (e., office, labs, classroom	nature of work beaching of works beach of teaching of works beach of teaching of works beach of teaching of teachi	nature of work a course you tench Please indicate your level of satisfaction or seaching of the course you tench Please indicate your level of satisfaction or steaching or st	The number of work Courses you found her following: The number of courses you town of meathing The number of courses you found her following: The number of following: The quality of undergraduate students with which you interact: Please indicates you feel which you interact Please indicates you feel you feel addition of vincincing you have over the focus of pre	Treatment alwards a consumer you be considered from the following: The flatter of works beaching of multiment of works are always and the flatter of works beaching of multiment of works are always and the flatter of work are always and the flatter of works are always and the flatt	Particle of work Particle of	Part Part

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VISUAL & PERFORMING ARTS

The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

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Surve	y Administratio	n 2008-09		V			PERFOR				V			P SCI / M			
item	theme	name	description	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How a satisfied are you with the quality of these support services?	N<5	3.70	N/A	3.55	3.33	3.92	N<5	3.45	3.61	4	3.54	3.33	3.86	36
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	N<5	3.31	N/A	3.04	2.82	3.42	N<5	3.57	3.16	3	3.15	2.95	3.50	84
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	N<5	3.09	N/A	3.46	3.13	3.79	N<5	3.66	3.39	2	3.47	3.26	3.74	64
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	N<5	3.89	N/A	3.44	3.13	3.94	N<5	3.65	3.18	1	3.37	3.24	3.71	67
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - g Please rate how important or unimportant you think each would be to your success.	N<5	4.01	N/A	4.03	3.77	4.37	N<5	3.89	4.00	4	3.72	3.62	4.03	61
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	N<5	4.31	N/A	4.29	4.07	4.45	N<5	4.10	4.15	3	4.16	3.97	4.41	41
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	N<5	4.25	N/A	4.20	3.99	4.46	N<5	3.80	4.30	6	4.14	3.93	4.35	12
Q34A4	policy/practice > importance > tenure	written summary of performance reviews		N<5	4.19	N/A	4.18	3.99	4.47	N<5	3.74	4.23	6	4.06	3.84	4.21	21
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	N<5	3.97	N/A	4.06	3.73	4.29	N<5	4.14	4.45	6	4.19	4.11	4.41	29
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	N<5	3.58	N/A	3.74	3.50	4.06	N<5	4.03	3.78	2	3.70	3.52	3.88	85
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	N<5	4.42	N/A	4.66	4.52	4.83	N<5	4.19	4.34	5	4.38	4.22	4.56	20
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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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				You	All selec	ted peers			parables		You	All select	ed peers			parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	N<5	4.32	N/A	4.36	4.15	4.72	N<5	3.89	3.72	2	3.96	3.73	4.16	45
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	N-5	3.86	N/A	3.80	3.52	4.02	N<5	3.67	3.36	2	3.54	3.28	3.72	71
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.20	N/A	4.23	4.00	4.44	N<5	4.05	4.22	6	4.09	3.97	4.26	39
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	N<5	4.54	N/A	4.51	4.37	4.68	N<5	4.32	4.49	6	4.47	4.36	4.60	18
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	N<5	4.09	N/A	4.19	3.99	4.38	N<5	3.96	4.06	4	3.98	3.86	4.13	42
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	N<5	3.68	N/A	3.52	3.12	3.88	N<5	3.82	3.57	2	3.53	3.30	3.85	72
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	N<5	3.35	N/A	3.64	3.13	3.86	N<5	3.25	2.91	1	3.32	2.89	3.55	61
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	4.26	N/A	3.92	3.67	4.15	N<5	4.00	3.76	1	3.74	3.54	3.95	80
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program		N<5	3.83	N/A	3.64	3.40	4.02	N<5	3.80	3.81	4	3.64	3.33	4.00	56
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.22	2.91	3.26	N<5	3.39	N/A	N/A	2.87	2.74	3.23	92
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.74	3.51	4.33	N<5	3.82	N/A	N/A	3.87	3.69	4.08	46

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.61	3.58	3.93	N<5	3.91	N/A	N/A	3.75	3.61	3.84	88
Q34A2 0	policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	2.86	2.67	3.08	N<5	3.02	N/A	N/A	2.71	2.53	2.97	77
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	2.83	N/A	2.89	2.66	3.29	N<5	2.90	3.06	4	2.83	2.60	3.22	54
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	N<5	3.40	N/A	3.44	3.25	3.75	N<5	3.51	3.25	3	3.43	3.10	3.72	57
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.37	N/A	3.44	3.24	3.79	N<5	3.05	3.51	5	3.44	3.17	3.62	17
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.26	N/A	3.40	3.10	3.71	N<5	3.13	3.48	6	3.35	3.12	3.54	28
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	2.96	N/A	2.57	2.31	3.14	N<5	2.79	2.95	5	2.75	2.56	3.09	51
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	N<5	3.22	N/A	3.24	3.05	3.52	N<5	3.62	3.29	2	3.25	3.07	3.54	79
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	N<5	2.96	N/A	2.97	2.46	3.56	N<5	2.90	2.88	3	3.11	2.84	3.53	32
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.23	N/A	2.93	2.45	3.66	N<5	3.15	2.91	1	2.94	2.52	3.34	66
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	N<5	2.83	N/A	3.19	2.73	3.44	N<5	3.53	3.20	1	3.09	2.84	3.41	78
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item	theme	name	description	You mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	ted peers peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	2.78	N/A	2.59	2.33	2.86	N<5	3.71	3.53	2	3.26	2.94	3.57	85
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	N<5	3.14	N/A	3.15	2.75	3.60	N<5	3.78	3.41	1	3.42	3.08	3.78	70
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	N<5	2.85	N/A	3.00	2.75	3.34	N<5	3.23	3.15	2	3.15	2.93	3.39	61
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	1.72	N/A	2.39	1.88	2.68	N<5	3.33	2.51	1	2.64	2.31	3.17	88
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	1.71	N/A	2.20	1.69	3.17	N<5	2.77	2.67	2	2.41	1.95	2.72	81
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.86	N/A	3.36	2.81	3.74	N<5	3.91	3.51	1	3.30	3.01	3.74	85
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	2.78	N/A	2.50	2.56	3.00	N<5	3.07	2.81	3	2.60	2.34	3.01	80
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.87	N/A	N/A	N<5	3.12	N/A	N/A	2.97	2.78	3.17	67
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.53	1.62	3.62	N<5	2.23	N/A	N/A	2.82	2.45	3.66	18
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons		N<5	N/A	N/A	2.74	2.22	2.22	N<5	3.25	N/A	N/A	3.23	2.53	3.39	64
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.77	2.61	2.61	N<5	2.61	N/A	N/A	2.97	2.91	3.21	0
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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

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			You	All selected peers						You	All selec	ted peers					
theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	
policy/practice > work/home	having children	compatible - Please indicate your level of	N<5	2.88	N/A	2.87	2.53	3.29	N<5	3.73	2.87	1	2.93	2.60	3.46	93	
policy/practice > work/home	raising children	raising children and the tenure-track	N<5	2.89	N/A	2.75	2.43	2.99	N<5	3.52	2.94	1	2.81	2.55	3.14	95	
policy/practice > work/home	having children	track compatible. Please indicate your level	N<5	3.51	N/A	3.60	3.24	3.78	N<5	3.77	3.51	1	3.42	3.09	3.72	80	
policy/practice > work/home	raising children	track compatible - Please indicate your level	N<5	3.51	N/A	3.53	3.17	3.81	N<5	3.95	3.54	1	3.40	3.07	3.63	95	
policy/practice > work/home	respectful of	balance work and home responsibilities -	N<5	N/A	N/A	3.69	3.40	4.00	N<5	3.99	N/A	N/A	3.78	3.26	4.00	74	
policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	N<5	3.02	N/A	2.81	2.47	3.15	N<5	3.35	3.42	5	3.27	3.19	3.70	42	
policy/practice > work/home	between	halance between professional time and	N<5	2.63	N/A	2.57	2.15	2.86	N<5	2.87	2.83	3	2.89	2.63	3.19	52	
climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	4.04	N/A	4.08	3.66	4.38	N<5	3.82	3.94	5	3.95	3.57	4.12	40	
climate, culture, collegiality	faculty take in your professiona	professional development - Please indicate lyour level of satisfaction or dissatisfaction	N<5	3.55	N/A	3.48	3.13	3.87	N<5	3.20	3.24	4	3.42	3.12	3.71	32	
climate, culture, collegiality	opportunities to collaborate with tenured faculty		N<5	3.56	N/A	3.50	3.16	3.86	N<5	3.51	3.33	2	3.36	3.05	3.64	66	
climate, culture, collegiality			N<5	N/A	N/A	3.49	3.13	3.83	N<5	3.32	N/A	N/A	3.49	2.96	3.76	54	
	policy/practice > work/home compensation policy/practice > compensation policy/practice > compensation climate, culture, collegiality climate, culture, collegiality climate, culture, collegiality	policy/practice > work/home	Institution makes having children and the tenure-track compatible Please indicate your level of agreement with the following statements: Policy/practice > work/home work/home	theme name description mean policy/practice > work/home and tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements: N-5 Policy/practice > work/home Statements Policy/practice > work/home Policy/practice > work/home Statements Policy/practice > work/home Policy/practice > work/home	theme name description mean mean mean mean mean mean mean mea	theme name description mean mean peer rank policy/practice > work/home institution makes policy/practice = work/h	theme name description mean mean peer rank mean pee	theme name description make description make having children and the terrustrick compatible per largement of dasgreement with the following statements: Description Policy/practice Polic	### Policy/practice collegagues mate policy/practice compensation compensation compensation compensation compensation compensation collegagues are work/home policy/practice compensation compensation collegagues are work/home collegagues and enterores compensation compensation collegagues are work/home collegagues and enterores collegagues c	theme theme description description and the tenure track compatible and tenure track c	Theme name description mean mean policypractics workshome showing children and the tenure-track compatible. Please indicate your fived of agreement with the following statements: Policypractics Colleagues make and tenure-track compatible. Please indicate your fived of agreement with the following statements: Policypractics Colleagues make and tenure-track compatible. Please indicate your fived of agreement of suggreement with the following statements: Policypractics Colleagues make and tenure-track compatible. Please indicate your fived of agreement of suggreement with the following statements: Policypractics Colleagues make and tenure-track compatible. Please indicate your fived of agreement of suggreement with the following statements: Policypractics Colleagues make and tenure-track compatible. Please indicate your fived of agreement of suggreement with the following statements: Policypractics Colleagues make and tenure-track compatible. Please indicate your fived of agreement with the following statements: Policypractics Colleagues are tracepetful of make the your statements: Policypractics Policy	theme rame description rame description rame description rame description rame description rame description rame rame description rame rame description rame rame description rame rame rame rame rame rame rame rame	Bernie nere description makes with unformation policy practices or competition of the surface of the competition of the surface of the competition	Mathematical Part Math	March Part March March	Part Part	

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VISUAL & PERFORMING ARTS



The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

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n 2008-09				All comparables						JCI / 18		•							
		You	All select	ed peers					You	All select	ted peers								
name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile				
amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.39	N/A	3.58	3.21	3.87	N<5	3.55	3.18	2	3.40	3.04	3.67	64				
amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.75	N/A	3.75	3.43	4.04	N<5	3.09	3.47	6	3.57	3.28	3.75	12				
amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.85	N/A	3.76	3.59	4.02	N<5	4.05	3.70	1	3.68	3.50	3.97	79				
amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	4.20	N/A	3.84	3.61	4.13	N<5	3.85	3.82	4	3.75	3.49	4.04	52				
how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.93	N/A	3.90	3.59	4.24	N<5	3.33	3.62	5	3.74	3.43	3.94	18				
intellectual vitality of tenured colleagues	The intellectual vitality of the senior of colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.60	N/A	3.47	2.99	3.69	N<5	3.31	3.30	3	3.31	2.94	3.63	52				
intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	N<5	N/A	N/A	4.04	3.67	4.35	N<5	4.02	N/A	N/A	3.88	3.69	4.18	46				
participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	N<5	N/A	N/A	3.66	3.42	4.00	N<5	3.75	N/A	N/A	3.56	3.24	3.83	61				
participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	N<5	N/A	N/A	3.85	3.68	4.05	N<5	3.67	N/A	N/A	3.74	3.47	3.98	48				
on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	N<5	N/A	N/A	4.03	3.55	4.37	N<5	3.99	N/A	N/A	3.92	3.49	4.31	63				
department as a	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	N<5	3.85	N/A	3.83	3.52	4.08	N<5	3.50	3.79	6	3.84	3.53	4.03	23				
	amount of professional interaction with tenured colleagues amount of personal interaction with tenured colleagues amount of professional interaction with pre-tenure colleagues amount of personal interaction with pre-tenure colleagues interaction with pre-tenure colleagues interaction with pre-tenure colleagues intellectual vitality of pre-tenure colleagues participation in governance of institution in governance of department on the whole, institution is collegial	amount of professional interaction you have with senior colleagues in your department as a lace to work lace: amount of personal interaction with tenured colleagues amount of personal interaction with tenured colleagues amount of personal interaction with tenured colleagues amount of professional interaction with tenured colleagues amount of professional interaction with per-tenure explain the personal interaction with personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace: How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction or dissatisfact	amount of professional interaction with tenured colleagues amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace: amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction with pre-tenure colleagues amount of presonal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction with pre-tenure colleagues amount of personal interaction you have with junior colleagues in your workplace: The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace: How well you fit (e.g., your sense of belonging, your comfort level) in your department - 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Please indicate your level of salisfaction or dissatisfaction with the nured colleagues. amount of personal interaction you have with senior colleagues in your department - Please indicate your level of salisfaction or dissatisfaction with the following aspects of your workplace: The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of salisfaction or dissatisfaction with the following aspects of your workplace: The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of salisfaction or dissatisfaction with the following aspects of your workplace: The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of salisfaction or dissatisfaction with the following aspects of your workplace: How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of salisfaction or dissatisfaction with the following aspects of your workplace: The intellectual vitality of the senior of dissatisfaction with the following aspects of your workplace: The intellectual vitality of pre-tenure colleagues The intellectual vitality of pre-tenure faculty in your department. Please indicate your level of salisfaction or dissatisfaction	name description Note	name description Pose Pose	name description amount of professional interaction with period department - Please indicate by our level of professional interaction with the following aspects of your workplace: amount of professional interaction with the colleagues in your level of professional interaction with the colleagues in your workplace: amount of professional interaction with the colleagues in your workplace: amount of professional interaction with period department - Please indicate your level of satisfaction or dissatisfaction or with the colleagues in your workplace: amount of professional interaction with period department - Please indicate your level of satisfaction or dissatisfaction or with the colleagues in your workplace: amount of professional interaction with preciously in the preciously in the preciously in the preciously in the professional interaction with preciously in the preciously in the preciously in the preciously in the professional interaction with preciously in the preciously in th	As selected periods of the company o	Name description description and description a	All selectory Property All selectory Property All selectory Property Prope	All selected persons All comparations All comparations All comparations All comparations All comparations All through a personal pers	Mate Mate				

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The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

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			You	All select	ed peers		All comp	parables		You	All select	ed peers		All com	parables	
theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	N<5	3.70	N/A	3.59	3.30	3.88	N<5	3.81	3.66	3	3.58	3.29	3.92	67
global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	quality of life for	academic officer at my institution seems to	N<5	3.01	N/A	3.25	2.95	3.69	N<5	3.99	3.44	1	3.10	2.91	3.65	95
global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction			N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	would again choose to work a this institution	If I could do it over, I would again choose to to work at this institution.	N<5	4.19	N/A	4.09	3.84	4.37	N<5	3.70	3.96	5	3.82	3.55	4.20	37
	department as a	position asked you about your department	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	N<5	3.74	N/A	3.77	3.52	4.00	N<5	3.96	3.88	3	3.72	3.47	4.00	73
	theme global satisfaction global satisfaction global satisfaction global satisfaction global satisfaction	theme name global satisfaction institution as a place to work global satisfaction chief academic officer CAO cares about quality of life for pre-tenure facult remain at institution global satisfaction why you plan to remain no more than 5 years global satisfaction would again choose to work a this institution global satisfaction would recommen department as a place to work at place to work at this institution overall rating of overall rating of overall rating of overall rating of place to work at this institution overall rating of overall rating overall rating of overall rating overall rating of overall rating ove	theme name description All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? Who serves as the chief academic officer at your institution? CAO cares about quality of life for pre-tenure faculty global satisfaction The person who serves as the chief academic officer at academic officer at my institution seems to care about the quality of life for junior faculty. Assuming you achieve tenure, how long do you plan to remain at your institution? Why do you plan to remain at your institution? Why do you plan to remain at your institution for no more than five years after earning tenure? If I could do it over, I would again choose to work at this institution. global satisfaction would recommend If a candidate for a tenure-track faculty department as a place to work, would you:	theme name description mean All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? N/A CAO cares about quality of life for pre-tenure faculty global satisfaction CAO cares about quality of life for pre-tenure faculty Assuming you achieve tenure, how long do you plan to remain at your institution? Why do you plan to remain at your institution? Why do you plan to remain at your institution for no more than five years after earning tenure? Would again this institution Would again choose to work at this institution Would recommend If a candidate for a tenure-track faculty department as a position asked you about your department as a place to work, would you: Plobal satisfaction Overall rating of How do you rate your institution as a place N-5	All things considered, how satisfied or dissatisfaction institution as a place to work place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? N<5 3.70 All things considered, how satisfied or dissatisfied are you with your institution as a place to work? N<5 3.70 N/A N/A N/A N/A Suming you achieve tenure, how long do you plan to remain at your institution? N/A N/A Why do you plan to remain at your institution for no more than five years after earning tenure? Would again choose to work at this institution would again choose to work at this institution would recommend If a candidate for a tenure-track faculty department as a place to work, would you: N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	All things considered, how satisfied or dissatisfaction institution as a place to work at this institution would again global satisfaction choose to work at this institution would recommend If a candidate for a tenure-track faculty global satisfaction would recommend If a candidate for a tenure-track faculty global satisfaction would recommend If a candidate for a tenure-track faculty goldbal satisfaction would recommend If a candidate for a tenure-track faculty goldbal satisfaction would recommend If a candidate for a tenure-track faculty goldbal satisfaction would recommend If a candidate for a tenure-track faculty goldbal satisfaction would recommend If a candidate for a tenure-track faculty goldbal satisfaction overall rating of How do you rate your institution as a place You All selected peers All selected peers All things considered, how satisfied or dissatisfied or dissat	All selected peers rank You All selected peers You All selected peers You All selected peers You All selected peers Mean m	All selected peers All common them and them and the place to work? South All selected peers All selected pe	All selected peers theme name description mean mean peer rank will will will will mean place to work place to work place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work at this institution The person who serves as the chief academic officer at my institution seems to pre-tenure faculty The person who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution who in the peerson who serves as the chief academic officer at my institution seems to pre-tenure faculty If peerson who serves as the chief academic officer at my institution who in the peerson who serves as the chief academic officer at my institution who in the peerson who serves as the chief academic of	Administration 2008-09 ### All selected peers ### Tou All selected peers ### All comparables ### Tou All selected peers ### All comparables ### All comparables ### All things considered, how satisfied or dissatisfied are you with your institution as a place to work ### All things considered, how satisfied or dissatisfied are you with your institution as a place to work ### All things considered, how satisfied or your institution as a place to work? ### All things considered, how satisfied or your institution as a place to work? ### All things considered, how satisfied or your institution as a place to work? ### All things considered, how satisfied or your institution as a place to work? ### All things considered, how satisfied or your institution as a place to work? ### All things considered, how satisfied or your institution as a place to work? ### All things considered, how satisfied or your institution as a place to work? ### All things considered, how satisfied or your institution as a place to work. ### All things considered, how satisfied or your institution as a place to work at this institution. ### All things considered, how satisfied or your institution as a place to work at this institution. ### All things considered, how satisfied or your institution as a place to work at this institution. #### All things considered, how satisfied or your institution as a place to work, would your overall rating of the for your and your institution as a place to work, would your overall rating of the for your institution as a place to work, would your overall rating of the for your institution as a place to work. ###### All things considered to work at this institution. ############ All things considered, how satisfied or a tenure-track faculty or department as a position asked you about your department as a place to work. ###################################	All selected peers All comparables You You	Syduministration 2008-09 All selection process Al	Supplied a satisfaction of the facademic officer of global satisfaction of ficer or pre-tenure faculty. 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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	4.03	3.90	2	3.63	3.37	3.91	78	3.84	3.62	3	3.65	3.42	3.86	73
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	4.03	3.89	2	3.51	3.20	3.83	88	3.70	3.35	2	3.61	3.26	3.63	82
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	3.59	3.48	3	3.20	3.00	3.69	66	3.36	3.02	1	3.26	2.96	3.30	82
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be	4.06	3.71	3	3.34	3.10	3.86	84	3.62	3.44	2	3.50	3.32	3.64	64
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is	3.70	3.85	3	3.59	3.41	3.98	59	3.74	3.39	2	3.64	3.56	3.86	59
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.31	3.99	2	3.62	3.48	4.03	97	3.74	3.55	3	3.66	3.45	3.93	55
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.00	3.57	1	3.56	3.36	4.00	75	3.46	3.44	3	3.54	3.40	3.71	41
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.36	3.31	4	3.12	3.00	3.41	65	3.27	2.96	2	3.25	2.81	3.26	76
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.78	3.18	1	3.02	2.86	3.26	100	3.18	2.91	1	3.09	2.78	3.28	64
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.33	2.93	2	3.05	2.78	3.25	84	2.95	2.67	2	2.96	2.62	3.18	55
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.35	2.90	2	2.94	2.71	3.12	90	3.10	2.67	1	2.86	2.68	3.11	73

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness		A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.12	3.67	3	3.60	3.39	4.00	81	3.72	3.58	2	3.59	3.43	4.07	50
Q25B	tenure expectations: reasonableness		A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.72	3.86	3	3.83	3.56	4.06	47	3.80	3.60	3	3.67	3.56	3.93	50
Q25C	tenure expectations: reasonableness		An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.50	3.59	4	3.50	3.16	3.81	45	3.63	3.37	1	3.56	3.29	3.73	67
Q25D	tenure expectations: reasonableness		A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.05	3.65	4	3.45	3.31	3.80	13	3.47	3.38	3	3.42	3.36	3.65	36
Q25E	tenure expectations: reasonableness	of expectations:	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.66	3.54	3	3.41	3.23	3.69	71	3.41	3.32	3	3.40	3.30	3.54	45
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.02	3.38	4	3.38	3.08	3.61	23	3.45	3.28	2	3.33	3.23	3.57	55
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.77	3.43	4	3.05	2.77	3.42	25	3.38	3.11	2	3.14	2.67	3.51	64
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	4.11	3.89	2	3.60	3.32	4.11	75	3.89	3.67	2	3.74	3.44	3.97	68
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.32	3.44	2	3.74	3.40	3.99	16	3.73	3.68	4	3.72	3.57	3.97	50
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.10	N/A	N/A	3.32	3.09	3.48	31	3.38	N/A	N/A	3.48	3.48	3.81	10
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.61	4.25	1	4.13	3.89	4.40	91	4.11	4.10	3	4.09	3.89	4.33	59

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The Collaborative on Academic Careers in Higher Education

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.96	3.71	2	3.79	3.55	4.22	50	4.15	4.11	3	3.93	3.84	4.28	68
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.75	3.99	1	4.19	3.97	4.60	94	4.24	4.36	5	4.30	4.09	4.40	45
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.20	4.58	4	4.54	4.41	4.77	6	4.53	4.58	4	4.66	4.53	4.72	27
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.95	3.76	4	3.91	3.49	4.23	47	4.01	3.94	3	4.12	3.81	4.17	50
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	4.00	3.33	1	3.35	3.08	3.46	100	3.63	3.21	1	3.50	3.10	3.63	76
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	3.88	1	3.80	3.39	4.02	89	3.94	3.51	1	3.77	3.44	4.08	64
Q30B	nature of work > research		The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.04	2.71	4	2.73	2.57	3.19	9	3.02	3.22	5	2.88	2.90	3.36	41
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.24	2.62	2	2.95	2.70	3.29	67	2.98	2.67	3	2.87	2.49	3.11	55
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.93	4.43	4	4.26	4.07	4.42	6	4.20	4.21	4	4.29	4.09	4.40	41
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.81	2.85	1	3.22	2.93	3.70	84	3.18	3.34	4	3.17	2.89	3.54	41
Q32	nature of work overall		The amount of access you have to Teaching Fellows, Graduate Assistants, et al Please indicate your level of satisfaction or dissatisfaction with the following:	2.50	3.24	3	2.88	2.38	3.42	29	3.21	3.16	4	3.00	2.75	3.41	57

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The Collaborative on Academic Careers in Higher Education

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				You	All selec	ted peers		All comp 25th	parables 75th		You	All selec	ted peers		All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile	mean	mean	peer rank	mean	%tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administra tive services	Clerical/administrative services - How a satisfied are you with the quality of these support services?	3.91	3.50	2	3.55	3.27	3.82	78	3.42	3.43	4	3.53	3.37	3.82	36
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.39	3.30	2	3.20	2.95	3.44	68	3.03	3.43	5	3.31	3.07	3.66	23
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.89	3.88	2	3.72	3.53	3.92	69	3.53	3.87	5	3.73	3.46	3.93	32
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	4.47	3.89	1	3.68	3.37	4.08	97	3.27	3.77	6	3.58	3.46	3.82	14
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.74	3.94	3	4.01	3.74	4.28	25	3.92	3.90	4	3.77	3.74	4.15	50
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.20	4.21	3	4.30	4.20	4.58	25	4.30	4.25	4	4.25	4.12	4.43	50
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.00	4.37	3	4.33	4.08	4.56	19	4.19	4.25	4	4.20	4.08	4.41	32
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.25	4.28	2	4.19	4.00	4.43	50	4.09	4.17	4	4.24	4.06	4.37	27
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.39	4.41	1	4.39	4.18	4.59	52	4.17	4.12	3	4.16	4.01	4.31	50
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.98	3.79	3	3.89	3.66	4.15	56	3.77	3.73	3	3.82	3.73	4.01	36
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.73	4.65	1	4.51	4.42	4.72	81	4.26	3.98	2	4.27	4.16	4.54	41

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Tenur	e-Track Faculty	Job Satisfacti	careers in Higher Education on Survey							ACADEN	IIC ARE						
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item	theme	name	description	You	mean	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	All select	peers peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.73	3.90	1	4.00	3.81	4.22	94	3.76	3.62	2	3.80	3.46	3.82	59
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.03	3.57	1	3.62	3.41	3.93	84	3.86	3.65	1	3.61	3.36	3.96	73
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.36	4.31	2	4.21	4.11	4.60	63	3.99	4.09	3	4.10	3.95	4.44	32
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.75	4.27	1	4.45	4.38	4.61	78	4.26	4.39	6	4.31	4.22	4.53	27
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	3.86	3.90	2	4.00	3.82	4.26	31	4.19	4.09	4	4.08	4.00	4.27	50
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.27	3.26	2	3.33	2.95	3.72	56	3.58	3.43	3	3.42	3.22	3.73	59
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.42	2.75	1	3.04	2.80	3.42	72	3.11	2.85	2	3.07	2.81	3.11	73
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.91	3.45	1	3.76	3.79	4.12	34	3.89	3.86	5	3.90	3.81	4.05	36
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.03	3.72	3	3.39	3.09	4.05	72	3.59	3.45	2	3.56	3.16	3.86	55
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.89	N/A	N/A	3.18	3.18	3.46	100	3.08	N/A	N/A	2.97	2.80	3.31	57
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.06	N/A	N/A	3.89	3.94	4.26	44	4.18	N/A	N/A	3.84	3.99	4.38	29

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Tenur	e-Track Faculty y Administration	Job Satisfacti	careers in Higher Education on Survey		HE	ALTH /	'HUMAN	ECOLO		ACADEN	IIC ARE		AGRI / N	AT RES	/ ENV SO	CI	
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.78	N/A	N/A	3.70	3.71	3.99	33	3.92	N/A	N/A	3.46	3.45	3.93	71
Q34A2 0	policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.20	N/A	N/A	2.98	2.68	3.19	78	2.90	N/A	N/A	2.97	2.85	3.08	57
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - g How effective or ineffective for you have been the following at your institution?	N<5	2.88	N/A	2.98	2.70	3.44	N<5	2.99	3.31	6	3.02	2.95	3.39	26
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.90	3.88	2	3.33	3.31	3.74	83	3.49	3.77	6	3.58	3.48	3.85	27
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.39	3.82	3	3.64	3.23	3.87	31	3.65	3.73	4	3.53	3.49	3.85	50
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews		3.64	3.76	2	3.42	3.35	3.75	60	3.51	3.59	4	3.43	3.40	3.70	41
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.75	2.91	2	2.81	2.33	3.02	53	2.55	2.88	5	2.81	2.40	3.09	36
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.20	3.69	3	3.47	3.07	3.81	31	3.35	3.65	5	3.48	3.36	3.91	23
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.22	3.82	4	3.36	2.85	3.94	38	2.60	3.31	6	3.21	2.99	3.46	9
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	4.05	2.89	1	2.94	2.65	3.20	100	2.94	3.06	3	2.98	2.60	3.34	57
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	3.14	3.64	2	3.15	2.85	3.22	45	3.82	3.32	1	3.30	3.15	3.76	78

means: 66 of 100



North Carolina State University

The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

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item	theme	name	description	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile	mean	mean	peer rank	mean	%tile mean	%tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.21	N/A	2.99	2.65	3.44	N<5	2.99	3.14	4	3.05	2.83	3.44	40
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.44	3.31	2	3.42	2.95	3.74	52	3.30	3.58	6	3.40	3.24	3.62	33
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.04	3.01	2	3.03	2.76	3.45	52	3.25	3.27	4	3.22	2.94	3.44	52
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.68	N/A	2.65	2.32	3.07	N<5	2.12	2.81	3	2.67	2.03	2.96	43
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	3.23	N/A	2.41	2.14	2.40	N<5	1.96	2.13	1	2.38	1.82	2.13	33
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.63	N/A	3.38	3.04	3.67	N<5	3.35	3.60	4	3.57	3.32	3.86	35
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	3.79	N/A	2.70	2.00	2.85	N<5	2.41	2.69	3	2.76	2.39	2.92	29
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.83	2.35	2.35	N<5	2.22	N/A	N/A	2.91	2.47	2.96	0
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.48	2.00	3.28	N<5	2.31	N/A	N/A	3.14	2.99	3.93	0
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	or Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.35	2.20	2.20	N<5	2.89	N/A	N/A	3.12	2.68	3.02	50
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.86	2.39	2.39	N<5	2.82	N/A	N/A	2.90	2.82	2.82	100

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	compatible - Please indicate your level of	2.99	3.50	2	2.99	2.49	3.47	46	2.98	3.17	4	2.99	2.74	3.21	55
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	compatible - Please indicate your level of	2.54	3.32	2	2.95	2.56	3.37	23	2.81	3.06	5	2.77	2.62	3.09	52
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.81	3.47	1	3.67	3.30	3.94	63	3.55	3.60	2	3.43	3.25	3.73	55
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	track compatible - Please indicate your level	4.07	3.33	1	3.61	3.29	3.98	92	3.61	3.63	3	3.45	3.20	3.73	57
Q35E	policy/practice > work/home	respectful of	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.89	N/A	N/A	3.99	3.77	4.31	40	3.93	N/A	N/A	3.85	3.64	4.07	50
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	2.77	2.91	2	3.02	2.64	3.67	41	3.45	3.34	4	3.28	3.09	3.62	59
Q37	policy/practice > work/home	ability to balance between professional and personal time	halance between professional time and	2.66	2.29	3	2.83	2.66	3.13	22	3.02	2.87	3	2.85	2.55	3.14	55
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.72	4.29	4	4.03	3.71	4.35	26	4.42	4.13	2	4.00	3.89	4.35	86
Q38B	climate, culture, collegiality	faculty take in your professional	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.39	3.54	2	3.49	3.21	3.84	48	3.60	3.45	3	3.52	3.25	3.72	64
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.11	3.01	2	3.25	2.89	3.50	39	3.85	3.45	2	3.49	3.21	3.86	73
Q38D	climate, culture, collegiality		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.80	N/A	N/A	3.53	3.47	3.87	56	3.63	N/A	N/A	3.72	3.62	3.98	29

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.19	3.39	3	3.45	3.22	3.74	23	3.78	3.49	2	3.51	3.29	3.84	73
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.50	3.66	2	3.65	3.22	3.85	47	3.38	3.60	5	3.60	3.35	3.83	27
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.06	3.89	2	3.84	3.59	4.22	60	3.86	3.77	2	3.70	3.57	4.00	59
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.20	4.12	2	3.90	3.65	4.31	63	3.55	3.88	6	3.78	3.53	4.10	27
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.58	3.79	3	3.80	3.47	4.08	31	3.69	3.64	3	3.75	3.57	4.05	36
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior y colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.52	3.80	3	3.29	3.04	3.67	68	3.63	3.02	1	3.35	2.87	3.67	68
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.08	N/A	N/A	3.94	3.74	4.08	78	4.07	N/A	N/A	3.95	3.91	4.13	57
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.92	N/A	N/A	3.49	3.52	3.98	67	3.47	N/A	N/A	3.58	3.38	3.68	43
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.06	N/A	N/A	3.89	3.64	4.25	44	3.62	N/A	N/A	3.60	3.38	3.83	57
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.33	N/A	N/A	3.96	4.00	4.33	75	4.29	N/A	N/A	3.95	4.02	4.40	60
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.06	3.86	2	3.84	3.63	4.17	66	4.02	3.90	1	3.92	3.73	4.02	77

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

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				You	All selec	ted peers		All com	parables		You	All select	ted peers		All com	parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.86	3.51	2	3.69	3.60	4.00	69	3.75	3.74	4	3.73	3.56	3.99	50
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares abou quality of life for pre-tenure faculty	academic officer at my institution seems to	3.62	3.19	1	3.41	2.86	3.63	74	3.03	3.27	3	3.27	3.00	3.88	41
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction		Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work a this institution	t If I could do it over, I would again choose to to work at this institution.	3.93	3.92	3	4.08	3.78	4.33	31	4.23	4.09	2	4.13	3.84	4.32	73
Q49		department as a	d If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction		How do you rate your institution as a place	3.66	3.79	3	3.67	3.65	3.98	31	3.93	3.77	3	3.84	3.62	4.08	64





The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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item	theme	name	description	You	All select	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	peer rank	mean	All comp 25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	4.66	3.54	1	3.68	3.44	3.99	100	3.35	4.08	6	3.58	3.35	3.97	25
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	4.16	3.36	1	3.56	3.33	3.96	89	3.32	3.90	6	3.47	3.29	3.80	30
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	4.33	3.16	1	3.31	3.04	3.72	100	3.04	3.32	5	3.14	2.85	3.53	40
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be	4.15	3.52	1	3.47	3.31	3.76	96	3.37	3.74	5	3.38	3.14	3.68	48
Q23	tenure practices overall	clarity of sense o	f My sense of whether or not I will achieve tenure is	4.49	3.04	1	3.43	3.16	3.78	100	3.38	3.62	5	3.53	3.33	3.90	30
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.33	3.45	1	3.63	3.36	4.00	96	3.65	3.84	4	3.53	3.20	3.86	57
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.32	3.51	1	3.65	3.51	4.00	98	3.21	3.69	4	3.78	3.49	4.04	13
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.84	3.36	1	3.14	2.89	3.53	98	3.02	2.89	3	3.15	2.82	3.38	41
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.32	3.27	1	3.21	3.00	3.52	98	2.56	2.88	5	3.16	2.75	3.47	15
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.65	3.17	1	2.98	2.83	3.32	93	2.78	2.74	4	3.00	2.71	3.32	30
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.35	3.02	2	2.84	2.63	3.21	87	2.75	2.77	4	2.83	2.46	3.20	39

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tenure expectations: reasonableness			4.47	3.38	1	3.72	3.40	3.99	98	3.28	3.57	5	3.53	3.28	3.80	24
tenure expectations: reasonableness			4.15	3.70	2	3.83	3.75	4.13	77	3.67	3.77	4	3.79	3.45	4.09	37
tenure expectations: reasonableness			4.21	3.68	1	3.51	3.48	3.83	100	3.24	3.18	2	3.43	3.14	3.71	38
tenure expectations: reasonableness			4.32	3.39	1	3.63	3.50	4.00	95	3.08	3.33	6	3.50	3.18	3.72	13
tenure expectations: reasonableness	of expectations:	order to earn tenure REASONABLE to you	3.98	3.43	1	3.47	3.34	3.79	94	3.32	3.34	4	3.42	3.22	3.69	43
tenure expectations: reasonableness			4.01	3.39	1	3.37	3.23	3.60	92	3.39	3.24	2	3.36	3.18	3.59	56
tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	4.66	3.01	1	3.21	2.95	3.66	100	3.08	3.38	5	2.94	2.51	3.30	56
tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	4.36	3.53	1	3.54	3.26	3.96	95	3.03	3.61	5	3.49	3.20	3.85	18
nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	4.47	3.92	1	3.95	3.78	4.37	88	3.68	3.57	3	3.68	3.43	4.01	48
nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.79	N/A	N/A	3.83	3.79	4.23	27	3.77	N/A	N/A	3.34	3.01	3.66	84
nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.66	4.02	1	4.05	3.97	4.42	95	4.50	4.29	2	4.17	4.02	4.38	87
	tenure expectations: reasonableness tenure overall tenure practices overall nature of work overall nature of work overall	tenure expectations: reasonableness of expectations: reasonableness of expectations: reasonableness of expectations: teacher reasonableness of expectations: colleague in department reasonableness of expectations: campus citizen reasonableness of expectations: member of community community consistent messages about tenure from tenured colleagues tenure practices overall tenure decisions based on performance performance nature of work overall valve productions as a faculty member of hours you work as a faculty member of hours you work as a faculty member of level of courses	tenure expectations: reasonableness of expectations: scholar reasonableness of expectations: colleague in department of expectations: reasonableness of expect	tenure expectations: reasonableness of expectations: reasonableness reasonableness of expectations: reasonableness of expectations reasonableness of expectati	tenure expectations: reasonableness of expectations: reasonableness of expectations: or exp	tenure expectations: reasonableness and expectations: reasonableness of expectations: reasonableness and expectations and expectation and expectation and expectation and expec	tenure expectations: reasonableness of expectations: of expectations: of expectations: reasonableness of expectations: of exp	tenure expectations: reasonableness and expectations: reasonableness reasonableness and expectations: reasonableness and expectation	theme name description mean mean mean description mean mean mean mean mean mean mean mea	tenure expectations: reasonableness of expectations: reasonableness of expectations: reasonableness reasonableness of expectations: a consistent reasonableness reasonableness of expectations: a consistent reasonableness reasonableness reasonableness reasonableness of expectations: a consistent reasonableness reasonablen	Tenure practices reasonableness and expectations: reasonableness reasonableness and expectations: r	Tenure respectations: reasonablemess at tenure expectations: advisor is substituted to your regarding your performance as: Particle Partic	## Primary Pri	The manuse of the control of the con	Main	Manual M

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Survey Administration 2008-09

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item	theme	name	description	You	All select	peer rank	mean	comparab 25th %tile mean	75th %tile mean	your %tile	You	mean	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.67	4.26	2	3.81	3.59	4.38	95	4.43	4.15	2	3.74	3.31	4.24	84
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.83	3.82	1	4.06	3.88	4.37	96	4.29	4.39	4	4.12	4.00	4.38	61
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.83	4.38	1	4.41	4.19	4.74	86	4.70	4.47	3	4.47	4.26	4.70	76
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.49	3.55	1	3.79	3.53	4.22	93	4.01	4.18	5	3.92	3.72	4.17	55
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.83	3.21	3	3.41	3.02	4.13	66	3.90	3.26	1	3.59	3.19	3.88	84
Q29G	nature of work > teaching	quality of graduate student	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	4.47	3.28	1	3.56	3.29	4.01	95	3.97	3.61	1	3.83	3.60	4.03	68
Q30B	nature of work > research		The amount of time you have to conduct or research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.97	3.49	1	3.32	2.99	3.82	86	2.75	2.90	3	2.62	2.25	2.90	66
Q30C	nature of work > research	expectations for finding external funding		3.22	3.48	3	3.43	3.07	4.01	38	3.02	2.76	3	2.86	2.63	3.14	63
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	5.00	4.47	1	4.42	4.20	4.65	96	4.51	4.44	3	4.23	4.08	4.45	80
Q31	nature of work overall	quality of facilitie	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.86	3.23	2	3.60	3.17	4.28	68	2.48	3.18	5	3.28	2.81	3.63	18
Q32	nature of work overall		The amount of access you have to Teaching s Fellows, Graduate Assistants, et al Please and indicate your level of satisfaction or dissatisfaction with the following:	3.11	3.21	2	2.93	2.65	3.64	52	2.82	3.06	4	2.79	2.37	3.25	49

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item	theme	name	description	You mean	All select	peer rank	mean	comparab 25th %tile mean	75th %tile mean	your %tile	You	mean	peers peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administra tive services	Clerical/administrative services - How a satisfied are you with the quality of these support services?	4.47	3.44	2	3.73	3.41	4.18	93	3.75	3.85	4	3.55	3.16	4.07	65
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.98	3.13	1	3.11	2.90	3.70	94	3.94	3.17	2	3.00	2.73	3.36	97
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.98	3.27	2	3.53	3.33	3.96	77	3.76	3.39	2	3.62	3.32	3.91	49
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.48	3.12	2	3.59	3.24	3.87	41	4.20	3.45	1	3.60	3.32	4.16	80
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.62	3.52	3	3.58	3.34	3.95	46	3.31	4.03	6	4.04	3.76	4.27	3
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.11	4.18	2	4.17	3.99	4.51	35	4.39	4.45	5	4.44	4.23	4.66	35
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.83	4.11	1	4.13	3.92	4.35	100	3.69	4.45	6	4.27	4.11	4.46	6
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.30	3.77	2	3.98	3.77	4.30	75	3.93	4.30	6	4.21	4.08	4.41	10
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.14	3.73	1	3.24	2.79	3.68	95	4.40	4.37	4	4.28	4.04	4.56	52
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.29	3.36	4	3.56	3.29	3.71	24	3.02	3.43	6	3.76	3.53	3.99	2
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.67	4.45	1	4.52	4.42	4.75	65	4.76	4.71	3	4.70	4.60	4.89	55

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.84	4.00	1	4.06	3.83	4.27	98	4.05	3.98	3	4.31	4.12	4.53	21
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3 02	3.24	1	3.54	3.28	3.76	84	3.80	3.67	2	3.76	3.61	3.99	49
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.65	4.04	1	4.30	4.16	4.51	89	4.19	4.49	6	4.40	4.21	4.65	18
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.81	4.23	1	4.54	4.40	4.76	84	4.66	4.62	3	4.56	4.39	4.80	63
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.47	3.44	1	3.85	3.67	4.19	96	3.77	4.10	6	4.07	3.99	4.29	10
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.24	3.23	1	3.21	2.69	3.44	57	3.66	3.53	3	3.40	3.04	3.74	65
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.75	2.43	1	2.87	2.23	3.18	48	2.32	2.94	6	3.27	2.92	3.52	2
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.14	3.71	1	3.75	3.50	4.13	78	4.04	3.83	3	3.94	3.67	4.28	54
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.43	3.61	1	3.36	2.95	3.61	58	3.21	3.67	5	3.41	3.14	3.82	31
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.95	N/A	N/A	2.84	2.32	3.11	59	2.89	N/A	N/A	3.25	2.91	3.49	19
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.14	N/A	N/A	3.79	3.40	4.03	86	4.37	N/A	N/A	3.75	3.48	4.14	100

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Tenure-Track Faculty Job Satisfaction Survey
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policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.61	N/A	N/A	3.66	3.41	3.93	50	4.24	N/A	N/A	3.84	3.46	4.13	84
policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.83	N/A	N/A	2.73	2.21	2.87	67	3.33	N/A	N/A	3.10	2.78	3.31	76
policy/practice > effectiveness > climate/culture	formal mentoring		N<5	2.78	N/A	2.82	2.64	3.14	N<5	2.67	2.74	2	2.92	2.63	3.25	30
policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	N<5	3.53	N/A	3.28	2.99	3.56	N<5	3.09	3.05	4	3.38	3.23	3.73	19
policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	4.15	3.11	1	3.47	3.26	3.77	96	3.45	3.58	3	3.40	3.16	3.70	54
policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.97	3.17	1	3.35	3.08	3.70	92	3.45	3.34	3	3.36	3.14	3.79	50
policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.77	2.63	1	2.77	2.28	3.07	96	3.90	2.79	1	2.79	2.34	3.31	96
policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	N<5	3.21	N/A	3.26	3.01	3.62	N<5	3.29	3.25	3	3.38	3.07	3.62	35
policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	4.48	3.31	1	3.60	3.30	4.16	91	2.74	3.51	6	3.29	2.91	3.74	21
policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	4.14	2.22	1	2.88	2.43	3.15	97	2.72	2.65	2	2.71	2.24	3.44	44
policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	N<5	2.60	N/A	3.19	2.58	3.48	N<5	N<5	3.54	N/A	3.18	2.86	3.56	N<5
	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > research	theme name policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > research policy/practice > effectiveness > research	policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > paid/unpaid research leave furing the pre-tenure period - How effective or ineffective or ineffe	theme name description mean policy/practice > importance > work/home policy/practice > effectiveness > climate/culture policy/practice > effectiveness > tenure policy/practice > effectiveness > teaching policy/practice > policy/practice > effectiveness > research policy/practice > policy/practice > effectiveness > research policy/practice > policy/practice > effectiveness > research policy/practice > policy/practice > effectiveness > research + How effective or ineffective for you have been the following at your institution? policy/practice > policy/practice > policy/practice > policy/practice > effectiveness > research + How effective or ineffective for you have been the fo	### Administration 2008-09 ### All selection from them image importance and impo	theme name description mean mean performance modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success. Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success. Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success. Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success. Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success. Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success. Part-time tenure-how important or unimportant you think each would be to your success. Part-time tenure-how important or unimportant you think each would be to your success. Informal mentoring program for junior faculty-how effective or ineffective for you have been the following at your institution? Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution? Policy/practice > effectiveness > research with the program of performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution? Professional assistance in obtaining extending - How effective or ineffective or ineffective or ineffective or ineffective or ineffective or ineffective or you have been the following at your institution? Policy/practice > effectiveness > research Professional assistance for improving teaching - How effective or ineffective or ineffective or you have been the following at your institution? Policy/practice > effectiveness > paddurpaid research leave infective for you have been the following at your institution? Policy/practice > paddurpaid research leave infective or ineffective for you have	theme name description Modified duties for parental or other family mean mean per rank mean per rank mean mean per rank mean per rank mean mean mean mean per rank mean mean mean per rank mean mean per rank mean mean mean mean mean per rank mean mean mean mean per rank mean mean mean per rank mean mean mean mean per rank mean mean mean mean per rank mean mean mean per rank mean mean mean per rank mean mean mean mean per rank mean mean mean mean mean mean mean mean	### Administration 2008-09 ##	## Description 2008-09 The color Part Part	y Administration 2008-09 Pattern Pattern	Value Valu	Administration 2008-09 Total All selected parts Part Part	Administration 2008-09 1	Administration 2008-09	Administration 2018-09	Administration 2008-09 Repair Rep

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Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

ACADEMIC AREA

	e-Track Faculty		ion Survey			_		_	-	ACADEN	IIC ARE	4					
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item	theme	name	description	You	mean	peer rank	mean	comparab 25th %tile mean	75th %tile mean	your %tile	You	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.89	N/A	3.51	3.24	4.00	N<5	2.72	2.88	3	2.76	2.44	3.18	41
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	4.64	3.90	1	3.56	3.22	4.08	100	4.25	3.70	3	3.31	3.00	3.72	89
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.68	2.53	1	3.01	2.83	3.49	89	2.85	3.11	5	3.05	2.89	3.43	21
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	1.70	N/A	2.63	2.46	3.08	N<5	N<5	2.35	N/A	2.64	2.17	3.17	N<5
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	2.22	N/A	2.44	2.19	3.55	N<5	N<5	2.20	N/A	2.43	1.96	2.40	N<5
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.45	N/A	3.11	2.97	3.95	N<5	N<5	3.69	N/A	3.39	3.23	3.87	N<5
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	2.35	N/A	2.61	2.56	3.10	N<5	N<5	2.84	N/A	2.66	2.21	2.89	N<5
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.70	3.18	3.18	N<5	N<5	N/A	N/A	2.82	2.55	2.55	N<5
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.87	2.25	3.72	N<5	N<5	N/A	N/A	2.58	2.01	3.56	N<5
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	reasons - How effective or ineffective for	N<5	N/A	N/A	2.90	2.91	3.18	N<5	N<5	N/A	N/A	2.89	2.90	3.42	N<5
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.89	2.70	2.70	N<5	N<5	N/A	N/A	2.67	3.08	3.23	N<5

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item	theme	name	description	You	All select	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	You	mean	peer peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	naving children and the tenure-track	N<5	3.18	N/A	3.19	2.88	3.62	N<5	3.63	2.61	1	2.81	2.48	3.27	92
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	raising children and the tenure-track	3.80	2.73	1	3.03	2.90	3.45	95	3.48	2.21	1	2.77	2.36	3.00	95
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.77	N/A	3.57	3.41	4.01	N<5	4.06	2.96	1	3.49	3.31	3.99	83
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.75	N/A	3.50	3.34	3.97	N<5	4.16	3.04	1	3.48	3.18	4.00	88
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	5.00	N/A	N/A	3.96	3.84	4.29	100	4.01	N/A	N/A	3.74	3.70	4.11	67
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	4.34	3.50	1	3.57	3.24	4.11	88	3.49	2.69	1	2.99	2.51	3.20	84
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.62	3.46	3	3.43	3.11	3.68	68	3.03	2.91	2	2.85	2.54	3.04	73
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.61	3.83	1	3.86	3.65	4.21	98	3.72	3.92	5	3.85	3.68	4.21	29
Q38B	climate, culture, collegiality	faculty take in	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.30	3.44	1	3.45	3.28	3.93	96	2.65	3.27	6	3.36	2.93	3.73	6
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.99	3.32	1	3.24	2.90	3.62	91	2.61	2.96	6	3.19	2.92	3.47	12
Q38D	climate, culture, collegiality		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.47	N/A	N/A	3.75	3.53	4.05	95	3.16	N/A	N/A	3.32	2.98	3.74	35

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Survey Administration 2008-09

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Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.82	3.54	1	3.44	3.21	3.81	76	3.12	3.38	5	3.38	3.05	3.80	29
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.68	3.65	2	3.70	3.50	4.09	31	3.05	3.68	6	3.59	3.40	3.92	6
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.45	3.56	3	3.78	3.51	4.15	19	3.40	3.93	5	3.81	3.64	4.12	13
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.85	3.88	3	3.94	3.68	4.31	38	3.25	3.99	6	3.91	3.74	4.20	7
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.99	3.48	1	3.79	3.61	4.16	60	3.76	3.50	3	3.66	3.44	4.10	53
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior y colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.66	3.17	3	3.36	3.09	3.77	67	3.01	3.15	4	3.26	2.99	3.75	27
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.45	N/A	N/A	4.00	3.83	4.32	5	3.22	N/A	N/A	3.83	3.43	4.08	9
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	N<5	N/A	N/A	3.80	3.61	4.22	N<5	4.17	N/A	N/A	3.73	3.58	3.99	88
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	N<5	N/A	N/A	3.77	3.80	4.13	N<5	4.02	N/A	N/A	3.80	3.44	4.04	72
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.68	N/A	N/A	4.18	4.15	4.62	83	3.95	N/A	N/A	3.93	3.67	4.26	43
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.33	3.81	1	3.83	3.70	4.15	86	3.73	3.65	3	3.81	3.60	4.12	41

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MEAN COMPARISONS North Carolina State University

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

BUSINESS **EDUCATION** You All selected peers All comparables You All selected peers All comparables 25th 25th 75th 75th peer your peer your item theme name description %tile %tile %tile %tile rank %tile rank %tile mean mean mean mean All things considered, how satisfied or institution as a Q45B global satisfaction dissatisfied are you with your institution as a 4.50 3.81 3.70 3.48 4.00 100 3.86 3.40 3.69 3.38 3.98 66 place to work place to work? chief academic Who serves as the chief academic officer at N/A Q46A global satisfaction N/A your institution? officer CAO cares about The person who serves as the chief academic officer at my institution seems to Q46B global satisfaction quality of life for N<5 3.34 N/A 3.39 2.97 3.82 N<5 3.98 3.01 2 3.30 2.92 3.67 94 care about the quality of life for junior pre-tenure faculty faculty. how long will Assuming you achieve tenure, how long do Q47 global satisfaction remain at N/A you plan to remain at your institution? institution why you plan to Why do you plan to remain at your institution Q47B global satisfaction remain no more for no more than five years after earning N/A than 5 years tenure? Q48 global satisfaction choose to work at the could do it over, I would again choose to 4.33 3.97 3.98 3.94 3.78 4.30 80 4.47 2 3.91 3.70 4.34 88 to work at this institution. this institution would recommend If a candidate for a tenure-track faculty Q49 global satisfaction department as a position asked you about your department N/A place to work as a place to work, would you: overall rating of How do you rate your institution as a place Q50 global satisfaction 4.67 3.68 3.75 3.54 4.08 100 3.94 3.45 3.69 3.42 3.91 78 for junior faculty to work? institution



MEAN COMPARISONS North Carolina State University

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Tenur	e-Track Faculty y Administration	/ Job Satisfacti	areers in Higher Education on Survey		ME	э сно	OLS / HE	ALTH P		ACADEN	IIC ARE	Α	OTHER	PROFE	SSIONS		
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	4.22	2.93	1	3.37	3.21	3.61	97	3.24	3.54	4	3.63	3.33	3.90	20
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	4.04	2.91	1	3.39	3.19	3.66	95	3.10	3.38	5	3.54	3.20	3.76	14
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	4.00	2.39	1	3.08	2.89	3.42	100	2.55	3.16	6	3.13	2.89	3.34	10
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be	4.22	2.53	1	3.19	2.95	3.47	100	3.09	3.32	4	3.27	3.00	3.51	33
Q23	tenure practices overall	clarity of sense o achieving tenure	f My sense of whether or not I will achieve tenure is	3.74	2.88	1	3.27	3.00	3.59	87	3.37	3.40	3	3.48	3.36	3.76	27
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.62	2.97	1	3.53	3.32	3.94	100	2.83	3.36	6	3.50	3.28	3.69	4
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.00	3.29	1	3.57	3.25	3.74	84	3.97	3.31	1	3.67	3.40	3.97	75
)24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.63	N/A	3.09	2.81	3.22	N<5	3.29	2.72	1	3.16	2.80	3.29	76
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.56	2.58	1	3.08	2.98	3.28	95	3.04	2.97	3	3.18	2.89	3.52	33
)24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.36	2.18	1	2.91	2.75	3.15	89	2.83	2.67	1	2.95	2.72	3.26	50
Q24F	tenure expectations: clarity	clarity of expectations: member of	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.65	N/A	2.78	2.60	3.04	N<5	2.86	2.52	1	2.89	2.59	3.18	53

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	e-Track Faculty		on Survey							ACADEN	IIC ARE	A					
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness		A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.18	3.23	1	3.59	3.31	3.87	95	3.34	3.55	4	3.61	3.36	3.91	22
Q25B	tenure expectations: reasonableness		A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.81	3.72	2	3.76	3.44	3.82	66	4.07	3.56	1	3.83	3.68	4.16	67
Q25C	tenure expectations: reasonableness		An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	2.94	N/A	3.45	3.24	3.62	N<5	3.68	3.23	1	3.56	3.26	3.80	63
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.78	3.31	1	3.49	3.33	3.59	87	3.34	3.28	4	3.55	3.37	3.78	19
Q25E	tenure expectations: reasonableness	of expectations:	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.59	2.88	1	3.41	3.22	3.59	74	3.37	3.24	3	3.50	3.29	3.74	40
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.17	N/A	3.34	3.15	3.49	N<5	3.44	3.09	1	3.43	3.20	3.54	64
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.67	2.35	1	2.80	2.66	3.23	95	2.68	2.97	4	3.02	2.45	3.46	31
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	4.41	3.14	1	3.61	3.25	4.01	97	3.96	3.54	2	3.49	3.16	3.98	72
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	4.18	3.32	1	3.74	3.55	4.08	89	3.91	3.76	4	3.69	3.58	4.08	58
Q28B	nature of work overall	number of hours you work as a faculty member	member in an average week - Please	3.96	N/A	N/A	3.52	3.26	3.79	91	3.88	N/A	N/A	3.33	3.35	3.78	88
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.41	4.19	2	4.10	3.88	4.25	92	4.23	4.41	5	4.12	3.97	4.43	46

means: 82 of 100





ACADEMIC AREA

		y Job Satisfacti	on Survey				010/115	T B		ACADEN	IIC ARE	4	OT!!ED	DD055	0010110		
Surve	y Administratio	n 2008-09		You		ted peers	OLS / HE		ROF parables		You	All coloc	OTHER ed peers	PROFE		parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.64	4.22	2	3.79	3.84	4.22	97	4.09	3.66	3	3.77	3.48	4.34	60
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.00	4.09	3	3.90	3.74	4.11	63	4.25	4.31	5	4.22	4.06	4.53	46
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.36	4.25	3	4.28	4.13	4.42	54	4.77	4.66	2	4.51	4.42	4.76	78
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.41	4.23	2	3.98	3.78	4.15	95	3.71	3.49	3	3.81	3.59	4.15	38
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.23	N/A	3.75	3.60	4.20	N<5	3.25	3.19	3	3.42	3.04	3.75	51
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	4.41	3.22	1	3.78	3.70	4.06	92	3.80	3.54	3	3.77	3.52	4.14	51
Q30B	nature of work > research		The amount of time you have to conduct or research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.59	2.95	1	2.98	2.84	3.36	100	3.30	2.78	2	2.52	2.31	3.13	83
Q30C	nature of work > research	expectations for finding external funding		N<5	2.99	N/A	2.96	2.72	3.18	N<5	2.68	2.95	3	2.88	2.49	3.18	45
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.62	3.88	1	4.27	4.11	4.37	97	3.71	4.20	5	4.24	4.15	4.48	4
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of s attisfaction or dissatisfaction with the following:	4.40	2.39	1	3.51	3.24	3.99	97	3.18	3.04	4	3.37	3.05	3.67	38
Q32	nature of work overall		The amount of access you have to Teaching s Fellows, Graduate Assistants, et al Please . indicate your level of satisfaction or dissatisfaction with the following:		2.32	N/A	2.84	2.46	3.19	N<5	2.27	3.27	6	2.82	2.41	3.41	21

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ACADEMIC AREA

		y Job Satisfacti	on Survey							ACADEN	IIC ARE	A					
Surve	y Administratio	n 2008-09		You		ted peers	OLS / HE		ROF parables		You	All coloct	ed peers	PROFE		parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administra tive services	a Clerical/administrative services - How a satisfied are you with the quality of these support services?	3.78	2.92	1	3.33	2.89	3.52	89	3.53	3.30	3	3.41	2.96	3.72	63
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.56	2.77	1	3.10	2.77	3.43	87	2.68	3.34	6	3.17	2.71	3.74	23
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.56	3.48	4	3.55	3.24	3.66	55	3.24	3.69	6	3.64	3.38	3.91	16
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	4.00	3.77	1	3.63	3.32	3.75	92	4.00	3.41	1	3.55	3.27	3.98	77
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty of Please rate how important or unimportant you think each would be to your success.	3.82	4.07	3	4.17	3.98	4.37	13	3.99	3.94	3	3.97	3.78	4.22	50
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.60	4.09	1	4.34	4.14	4.54	76	4.21	4.40	5	4.34	4.20	4.51	29
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.40	4.21	2	4.25	4.00	4.45	66	4.42	4.38	2	4.27	4.03	4.43	73
Q34A4	policy/practice > importance > tenure	written summary of performance reviews		4.18	4.18	3	4.11	3.87	4.34	58	3.99	4.18	4	4.16	3.99	4.39	25
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.99	4.48	4	4.33	4.12	4.53	5	4.31	3.94	3	3.93	3.72	4.28	77
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.00	4.01	2	3.91	3.68	4.09	66	3.11	3.88	6	3.75	3.51	3.97	8
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.41	4.31	2	4.44	4.20	4.55	59	4.79	4.50	1	4.62	4.51	4.79	73

means: 84 of 100





Tenur	e-Track Faculty Administration	Job Satisfacti	careers in Higher Education on Survey		ME	SCHO	OLS / HE	ALTH P		ACADEN	IIC ARE	A	OTHER	PROFE	SSIONS		
	,			You		ed peers			parables		You	All select	ted peers			oarables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.23	3.83	1	3.92	3.67	4.02	82	4.00	4.21	5	4.42	4.15	4.61	19
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.79	3.75	2	3.76	3.47	4.01	53	3.56	3.44	3	3.77	3.57	3.94	23
Q34A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.44	4.04	1	4.19	3.94	4.33	86	4.34	4.35	4	4.33	4.15	4.55	48
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.44	4.08	1	4.43	4.18	4.56	54	4.34	4.55	6	4.45	4.34	4.66	23
Q34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.19	4.39	3	4.15	3.98	4.26	64	3.83	3.97	5	4.16	3.92	4.20	6
Q34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.35	2.92	2	3.30	3.33	3.96	30	3.72	3.17	2	3.24	3.01	3.72	75
Q34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.40	2.71	1	2.98	2.70	3.46	72	2.68	2.89	4	3.21	2.91	3.41	13
Q34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.04	3.86	2	3.89	3.77	4.09	69	4.12	3.46	1	3.81	3.50	4.09	81
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.21	3.01	3	3.29	3.24	3.76	22	2.99	3.28	5	3.29	3.11	3.62	21
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.43	N/A	N/A	3.26	3.12	3.30	88	2.43	N/A	N/A	3.12	2.64	3.28	0
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.59	N/A	N/A	3.85	3.63	4.01	24	3.52	N/A	N/A	3.65	3.56	4.04	24

means: 85 of 100





Tenur	e-Track Faculty y Administration	Job Satisfacti	careers in Higher Education on Survey		MED	SCHO	OLS / HE	ALTH P		ACADEN	IIC ARE	A	OTHER	PROFE	SSIONS		
	,			You		ed peers			parables		You	All selec	ted peers			parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.66	N/A	N/A	3.76	3.62	3.98	35	3.11	N/A	N/A	3.58	3.27	3.92	18
Q34A2 0	policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.38	N/A	N/A	3.06	2.80	3.23	0	2.41	N/A	N/A	2.60	2.42	2.98	19
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - g How effective or ineffective for you have been the following at your institution?	3.23	2.59	2	2.84	2.57	3.06	88	3.05	2.61	2	2.87	2.59	3.21	50
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.83	2.94	1	3.43	3.16	3.66	97	2.80	3.25	5	3.30	3.02	3.63	13
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	4.23	2.89	1	3.35	3.12	3.50	100	3.80	3.31	2	3.34	3.06	3.67	83
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews		3.83	2.55	1	3.25	3.01	3.45	100	3.06	3.22	3	3.26	3.03	3.67	30
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	2.18	N/A	2.76	2.43	3.01	N<5	2.72	2.64	3	2.49	2.13	2.90	64
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	N<5	3.37	N/A	3.42	3.02	3.58	N<5	3.07	3.60	4	3.29	2.95	3.57	31
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.41	3.15	1	3.23	2.88	3.63	67	3.52	3.67	4	3.45	3.03	3.92	48
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	2.88	N/A	2.97	2.76	3.11	N<5	N<5	2.94	N/A	2.90	2.47	3.89	N<5
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.59	N/A	3.33	3.19	3.84	N<5	N<5	2.80	N/A	3.06	2.70	3.52	N<5

means: 86 of 100



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Tenur	e-Track Faculty y Administration	Job Satisfacti	careers in Higher Education on Survey		MED	SCHO	OLS / HE	ALTH P		ACADEN	IIC ARE	A	OTHER	PROFE	SSIONS		
	,			You		ed peers			parables		You	All select	ted peers			parables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	4.41	2.83	1	2.90	2.80	3.25	100	2.73	3.03	3	2.95	2.48	3.32	50
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	4.04	3.62	1	3.27	2.94	3.54	100	3.61	3.22	3	3.25	2.97	3.79	60
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	4.00	2.74	1	2.94	2.77	3.35	100	3.02	2.97	2	3.08	2.63	3.42	48
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.53	N/A	2.76	2.35	3.16	N<5	N<5	2.68	N/A	2.36	2.22	2.47	N<5
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	3.29	N/A	2.62	2.35	3.17	N<5	N<5	N<5	N/A	2.15	1.83	2.30	N<5
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.54	N/A	3.37	3.18	3.82	N<5	4.07	3.31	1	3.20	2.79	3.91	88
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	2.93	N/A	2.85	2.69	3.23	N<5	N<5	2.69	N/A	2.59	2.51	2.90	N<5
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.47	2.76	3.14	N<5	N<5	N/A	N/A	2.44	2.33	2.33	N<5
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.97	2.81	3.97	N<5	N<5	N/A	N/A	2.77	2.47	3.06	N<5
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons		N<5	N/A	N/A	2.90	2.94	3.12	N<5	N<5	N/A	N/A	2.93	2.84	3.11	N<5
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.61	2.61	2.96	N<5	N<5	N/A	N/A	3.02	N/A	N/A	N<5

means: 87 of 100





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	ollaborative of e-Track Faculty		areers in Higher Education on Survey							ACADEN	IIC ARE	Δ.					
Surve	y Administration	n 2008-09	•		MED	SCHO	OLS / HE	ALTH P	ROF				OTHER	PROFE	SSIONS		
				You	All select	ed peers		All com	parables		You	All select	ed peers		All com	oarables	
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	compatible - Please indicate your level of	3.01	3.19	3	3.07	2.88	3.50	38	3.50	2.75	1	2.82	2.60	3.35	89
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	compatible - Please indicate your level of	3.19	3.19	2	2.86	2.69	3.19	75	2.76	2.40	2	2.72	2.43	3.21	34
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.37	N/A	3.55	3.30	3.74	N<5	3.04	3.40	3	3.51	3.05	3.99	20
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	track compatible - Please indicate your level	N<5	3.33	N/A	3.45	3.29	3.79	N<5	3.29	3.70	3	3.48	3.13	3.85	34
Q35E	policy/practice > work/home	respectful of	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.93	N/A	N/A	3.98	3.67	4.14	45	4.13	N/A	N/A	3.72	3.39	4.17	67
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	4.03	3.53	1	3.32	3.16	3.57	100	3.09	2.74	1	3.00	2.66	3.39	52
Q37	policy/practice > work/home	ability to balance between professional and personal time	halance between professional time and	2.95	2.86	3	2.93	2.72	3.19	43	3.55	3.10	1	2.76	2.73	3.24	96
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	5.00	3.73	1	3.94	3.59	4.18	100	3.74	4.08	4	3.92	3.72	4.33	28
Q38B	climate, culture, collegiality	faculty take in your professional	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.87	2.92	1	3.32	3.22	3.64	95	3.07	3.37	4	3.41	3.05	3.78	28
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.22	3.20	1	3.40	3.21	3.85	100	2.89	3.06	3	3.13	2.83	3.50	33
Q38D	climate, culture, collegiality		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.04	N/A	N/A	3.53	3.40	3.80	100	3.48	N/A	N/A	3.49	3.27	3.79	47

means: 88 of 100





Tenur	e-Track Faculty	Job Satisfaction	areers in Higher Education on Survey							ACADEN	IIC ARE	A					
Surve	y Administratio	n 2008-09		V.			OLS / HE				V.	A.II		PROFE			
item	theme	name	description	You mean	mean	peer peer rank	mean	25th %tile	75th %tile	your %tile	You	mean	peer peer rank	mean	All com 25th %tile	75th %tile	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.27	3.24	1	3.47	3.34	mean 3.82	100	3.33	3.31	4	3.48	3.17	<i>mean</i> 3.71	43
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.19	3.38	1	3.58	3.42	3.85	100	3.92	3.29	2	3.68	3.46	3.94	73
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.27	4.27	1	3.86	3.70	4.15	89	3.59	3.75	5	3.80	3.61	4.10	23
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.01	3.98	2	3.84	3.60	4.03	68	4.59	3.92	1	3.95	3.86	4.20	98
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.41	3.28	1	3.73	3.47	3.96	100	3.76	3.73	3	3.78	3.64	4.02	48
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.64	2.73	1	3.42	3.11	3.85	100	3.59	3.38	3	3.29	2.93	3.75	63
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.64	N/A	N/A	3.87	3.83	4.05	100	4.14	N/A	N/A	3.94	3.72	4.14	75
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	N<5	N/A	N/A	3.73	3.45	3.85	N<5	3.77	N/A	N/A	3.85	3.70	4.11	41
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.05	N/A	N/A	3.76	3.60	3.90	88	4.23	N/A	N/A	3.89	3.78	4.12	88
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.64	N/A	N/A	4.16	3.92	4.38	100	4.15	N/A	N/A	4.02	3.85	4.33	54
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.41	3.36	1	3.84	3.62	4.00	97	3.95	3.77	3	3.89	3.67	4.29	48

means: 89 of 100



MEAN COMPARISONS North Carolina State University

The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

ACADEMIC AREA

y Administration	n 2008-09		You			OLS / HE	ALTH P	ROF				OTHER	PROFE	SSIONS		
theme	name		You	All coloct												
theme	name			All Select	ed peers		All comp	parables		You	All select	ed peers		All comp	parables	
	namo	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	4.19	3.83	1	3.84	3.51	4.05	89	3.83	3.54	2	3.57	3.33	3.94	60
global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	quality of life for	academic officer at my institution seems to	N<5	3.21	N/A	3.33	3.15	3.53	N<5	3.87	3.39	1	3.44	3.16	3.71	88
global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction			N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	would again choose to work a this institution	t If I could do it over, I would again choose to to work at this institution.	4.45	3.32	1	3.98	3.61	4.21	97	4.39	3.97	1	4.05	3.85	4.39	74
	department as a	position asked you about your department	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	4.19	3.52	1	3.74	3.58	3.93	92	4.17	3.80	1	3.73	3.52	4.09	85
	global satisfaction global satisfaction global satisfaction global satisfaction	global satisfaction overall rating of	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction how long will remain at institution how long will remain at institution Assuming you achieve tenure, how long do you plan to remain at your institution? Why you plan to remain at your institution? Why do you plan to remain at your institution? global satisfaction would again choose to work at this institution global satisfaction would recommend If a candidate for a tenure-track faculty department as a place to work, would you: global satisfaction overall rating of How do you rate your institution as a place	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction how long will remain at institution Assuming you achieve tenure, how long do you plan to remain at your institution? Why you plan to remain at your institution? Why do you plan to remain at your institution for no more than 5 years global satisfaction would again choose to work at this institution global satisfaction would recommend If a candidate for a tenure-track faculty of the work at place to work, would you: global satisfaction would recommend If a candidate for a tenure-track faculty of the work at place to work, would you: Also N/A N/A N/A N/A N/A N/A N/A N/	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction CAO cares about quality of life for pre-tenure faculty The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. N<5 3.21 Assuming you achieve tenure, how long do you plan to remain at your institution? Why you plan to remain at your institution? Why do you plan to remain at your institution N/A N/A N/A N/A N/A N/A N/A N/	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction Row long will remain at institution global satisfaction why you plan to remain at your institution? Why do you plan to remain at your institution global satisfaction why you plan to remain at your institution why you plan to remain at your institution why you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution If I could do it over, I would again choose to to work at this institution global satisfaction would again choose to work at this institution global satisfaction would recommend If a candidate for a tenure-track faculty department as a place to work, would you: global satisfaction overall rating of How do you rate your institution as a place 419, 352, 1	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction GAO cares about quality of life for pre-tenure faculty global satisfaction The person who serves as the chief academic officer at my institution seems to are about the quality of life for junior faculty. 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The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. Assuming you achieve tenure, how long do you plan to remain at your institution? Why you plan to remain at your institution? Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution for no more than five years after earning tenure? Would again global satisfaction choose to work at this institution would recommend If a candidate for a tenure-track faculty you department as a place to work would you as a place to work, would you: ### CAO cares about The person who serves as the chief academic officer at my institution seems to academic officer at my institution seems to academic officer at my institution? N/A	global satisfaction officer your institution? The person who serves as the chief academic officer at my institution seems to care about the quality of life for pre-tenure faculty. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. N-5 3.21 N/A N/A N/A N/A N/A N/A N/A N/	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction CAO cares about for quality of life for pre-tenure faculty global satisfaction CAO cares about the quality of life for pre-tenure faculty global satisfaction CAO cares about the quality of life for pre-tenure faculty global satisfaction CAO cares about the quality of life for junior faculty. The person who serves as the chief cademic officer at my institution seems to care about the quality of life for junior faculty. N/A N/A N/A N/A N/A N/A N/A N/	global satisfaction officer your institution? N/A	global satisfaction officer your institution? CAO cares about The person who serves as the chief academic officer at my institution seems to pre-tenure faculty. The person who serves as the chief academic officer at my institution seems to pre-tenure faculty. N=5 3.21 N/A 3.33 3.15 3.53 N<5 3.87 3.39 N=5 3.87 N=5 3.87 N=5	global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction CAO cares about quality of life for pre-tenure faculty global satisfaction The person who serves as the chief academic officer at my institution seems to care about the quality of life for pre-tenure faculty global satisfaction The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. N-5 3.21 N/A N/A N/A N/A N/A N/A N/A N/	global satisfaction officer your institution? N/A	global satisfaction officer your institution? CAO cares about quality of life for pre-tenure faculty of life for pre-tenure faculty. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. N-5 3.21 N/A 3.33 3.15 3.53 N-5 3.87 3.39 1 3.44 3.16 The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. N-5 3.21 N/A	global satisfaction officer your institution? NA N





Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

	e-Track Faculty y Administration	Job Satisfaction 2008-09	on Survey	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	ME	current	VHITE F	ACULT	Y	FA	CULTY prior	OF COL	OR
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% di
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be	3.93	3.90	0.03	1%	3.98	3.97	0.01	0%	3.86	3.78	0.08	2%	3.91	3.81	0.10	3%	4.00	4.15	-0.15	-4%
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	3.80	3.78	0.02	1%	3.92	3.78	0.14	4%	3.62	3.77	-0.15	-4%	3.79	3.73	0.06	2%	3.85	3.90	-0.05	-19
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be	3.45	3.41	0.04	1%	3.52	3.46	0.06	2%	3.33	3.32	0.01	0%	3.47	3.28	0.19	5%	3.39	3.74	-0.35	-94
222	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be	3.76	3.72	0.04	1%	3.80	3.82	-0.02	-1%	3.71	3.56	0.15	4%	3.66	3.66	0.00	0%	4.04	3.88	0.16	49
23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is	3.75	3.87	-0.12	-3%	3.89	3.95	-0.06	-2%	3.55	3.76	-0.21	-5%	3.72	3.79	-0.07	-2%	3.84	4.11	-0.27	-7
24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.88	4.16	-0.28	-7%	3.95	4.19	-0.24	-6%	3.77	4.12	-0.35	-9%	3.86	4.01	-0.15	-4%	3.92	4.57	-0.65	-10
24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.71	3.90	-0.19	-5%	3.73	3.85	-0.12	-3%	3.68	4.00	-0.32	-8%	3.73	3.77	-0.04	-1%	3.65	4.26	-0.61	-1:
24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.34	3.62	-0.28	-7%	3.39	3.61	-0.22	-5%	3.27	3.64	-0.37	-9%	3.32	3.50	-0.18	-5%	3.39	3.93	-0.54	-14
24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.27	3.30	-0.03	-1%	3.23	3.32	-0.09	-2%	3.34	3.26	0.08	2%	3.27	3.13	0.14	4%	3.28	3.73	-0.45	-11
24E	tenure expectations: clarity	expectations:	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.94	3.29	-0.35	-9%	3.02	3.23	-0.21	-5%	2.82	3.38	-0.56	-14%	2.93	3.17	-0.24	-6%	2.96	3.59	-0.63	-1
)24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.07	3.16	-0.09	-2%	3.09	3.16	-0.07	-2%	3.04	3.17	-0.13	-3%	3.05	3.03	0.02	1%	3.12	3.53	-0.41	-10

means: 91 of 100





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Tenure-Track Faculty Jo	bb Satisfaction Survey
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	e-Track Faculty y Administration		on ourvey	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	IVÍ C	current	VHITE F	ACULT	Y	FA current	CULTY prior	OF COL	OR
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% di
Q25A	tenure expectations: reasonableness		A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.88	4.22	-0.34	-9%	3.94	4.34	-0.40	-10%	3.79	4.03	-0.24	-6%	3.90	4.08	-0.18	-5%	3.83	4.62	-0.79	-209
Q25B	tenure expectations: reasonableness		A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.84	4.32	-0.48	-12%	3.97	4.37	-0.40	-10%	3.65	4.23	-0.58	-15%	3.93	4.26	-0.33	-8%	3.62	4.46	-0.84	-21
Q25C	tenure expectations: reasonableness		An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.67	4.15	-0.48	-12%	3.75	4.27	-0.52	-13%	3.54	3.96	-0.42	-11%	3.64	4.14	-0.50	-13%	3.75	4.20	-0.45	-11
Q25D	tenure expectations: reasonableness		A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.50	3.98	-0.48	-12%	3.57	4.07	-0.50	-13%	3.40	3.84	-0.44	-11%	3.52	3.98	-0.46	-12%	3.44	3.98	-0.54	-14
)25E	tenure expectations: reasonableness	of expectations:	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.42	3.92	-0.50	-13%	3.50	3.94	-0.44	-11%	3.30	3.87	-0.57	-14%	3.42	3.90	-0.48	-12%	3.41	3.95	-0.54	-14
Q25F	tenure expectations: reasonableness		A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.48	3.74	-0.26	-7%	3.54	3.77	-0.23	-6%	3.38	3.69	-0.31	-8%	3.48	3.73	-0.25	-6%	3.47	3.78	-0.31	-8
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.44	2.89	0.55	14%	3.56	2.94	0.62	16%	3.25	2.80	0.45	11%	3.48	2.76	0.72	18%	3.35	3.22	0.13	3'
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.91	3.51	0.40	10%	4.01	3.56	0.45	11%	3.75	3.44	0.31	8%	3.96	3.48	0.48	12%	3.79	3.60	0.19	5'
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.80	3.72	0.08	2%	3.87	3.86	0.01	0%	3.68	3.49	0.19	5%	3.75	3.69	0.06	2%	3.93	3.81	0.12	3'
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.52	N<5	N/A	N/A	3.66	N<5	N/A	N/A	3.31	N<5	N/A	N/A	3.48	N<5	N/A	N/A	3.63	N<5	N/A	N
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	4.19	-0.02	-1%	4.18	4.18	0.00	0%	4.16	4.22	-0.06	-1%	4.20	4.25	-0.05	-1%	4.10	4.04	0.06	1'

means: 92 of 100





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Tenure-Track Faculty Job Satisfaction Survey
Current Administration 2000 00

	e-Track Faculty y Administration		on Survey	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	WE	current	VHITE F	ACULT	Y	FA current	CULTY prior	OF COL	.OR
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% dit
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.10	4.06	0.04	1%	4.08	4.19	-0.11	-3%	4.13	3.84	0.29	7%	4.14	4.07	0.07	2%	3.98	4.03	-0.05	-1%
)29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.25	4.16	0.09	2%	4.24	4.24	0.00	0%	4.26	4.03	0.23	6%	4.25	4.19	0.06	1%	4.24	4.07	0.17	4%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.48	4.58	-0.10	-2%	4.45	4.58	-0.13	-3%	4.51	4.57	-0.06	-2%	4.50	4.63	-0.13	-3%	4.41	4.46	-0.05	-19
29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.82	3.94	-0.12	-3%	3.85	3.90	-0.05	-1%	3.78	4.01	-0.23	-6%	3.87	3.86	0.01	0%	3.71	4.13	-0.42	-11
29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.42	3.33	0.09	2%	3.60	3.24	0.36	9%	3.14	3.48	-0.34	-9%	3.54	3.43	0.11	3%	3.11	3.06	0.05	19
129G	nature of work > teaching	quality of graduate student	The quality of graduate students with whom you interact - Please indicate your level of s satisfaction or dissatisfaction with the following:	3.81	3.63	0.18	5%	3.76	3.63	0.13	3%	3.88	3.64	0.24	6%	3.84	3.72	0.12	3%	3.71	3.41	0.30	8'
)30B			The amount of time you have to conduct or research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.06	2.93	0.13	3%	3.19	3.13	0.06	2%	2.87	2.59	0.28	7%	2.97	2.80	0.17	4%	3.31	3.28	0.03	1'
Q30C	nature of work > research	expectations for finding external funding		3.04	3.01	0.03	1%	3.12	3.19	-0.07	-2%	2.93	2.70	0.23	6%	3.04	2.92	0.12	3%	3.04	3.24	-0.20	-5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.34	4.37	-0.03	-1%	4.37	4.47	-0.10	-2%	4.28	4.22	0.06	2%	4.37	4.38	-0.01	0%	4.25	4.35	-0.10	-2'
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.42	3.08	0.34	9%	3.52	3.21	0.31	8%	3.24	2.87	0.37	9%	3.37	3.03	0.34	9%	3.54	3.20	0.34	94
Q32			The amount of access you have to Teaching s Fellows, Graduate Assistants, et al Please b. indicate your level of satisfaction or dissatisfaction with the following:		2.74	0.32	8%	3.27	2.83	0.44	11%	2.76	2.58	0.18	4%	3.07	2.70	0.37	9%	3.05	2.81	0.24	69

means: 93 of 100





Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

	e-Track Faculty / Administratio	y Job Satisfacti n 2008-09	on survey	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	IVI⊏	current	VHITE F	ACULT	Y	FA current	CULTY prior	OF COL	OR
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% dif
Q33A	nature of work overall	clerical/administra tive services	Clerical/administrative services - How a satisfied are you with the quality of these support services?	3.63	3.44	0.19	5%	3.65	3.51	0.14	4%	3.61	3.31	0.30	8%	3.61	3.42	0.19	5%	3.71	3.49	0.22	5%
)33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.28	3.29	-0.01	0%	3.32	3.30	0.02	1%	3.21	3.26	-0.05	-1%	3.20	3.21	-0.01	0%	3.47	3.46	0.01	0%
033C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.55	3.50	0.05	1%	3.57	3.47	0.10	2%	3.51	3.56	-0.05	-1%	3.52	3.48	0.04	1%	3.62	3.56	0.06	2%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.67	3.73	-0.06	-2%	3.58	3.74	-0.16	-4%	3.80	3.72	0.08	2%	3.63	3.70	-0.07	-2%	3.77	3.82	-0.05	-19
34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty Please rate how important or unimportant you think each would be to your success.	3.78	4.24	-0.46	-12%	3.75	4.21	-0.46	-12%	3.84	4.29	-0.45	-11%	3.76	4.23	-0.47	-12%	3.84	4.27	-0.43	-11
34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.27	4.68	-0.41	-10%	4.19	4.61	-0.42	-11%	4.38	4.79	-0.41	-10%	4.24	4.68	-0.44	-11%	4.35	4.67	-0.32	-89
34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.06	4.33	-0.27	-7%	4.01	4.29	-0.28	-7%	4.13	4.39	-0.26	-6%	4.03	4.36	-0.33	-8%	4.12	4.25	-0.13	-3'
34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.97	4.21	-0.24	-6%	3.91	4.14	-0.23	-6%	4.06	4.33	-0.27	-7%	3.93	4.24	-0.31	-8%	4.06	4.14	-0.08	-2
34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.11	4.40	-0.29	-7%	3.98	4.34	-0.36	-9%	4.31	4.50	-0.19	-5%	4.04	4.39	-0.35	-9%	4.26	4.43	-0.17	-4'
34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.63	3.78	-0.15	-4%	3.58	3.84	-0.26	-6%	3.71	3.68	0.03	1%	3.48	3.68	-0.20	-5%	4.01	4.04	-0.03	-1
34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to you success.	4.41	4.65	-0.24	-6%	4.31	4.59	-0.28	-7%	4.57	4.74	-0.17	-4%	4.44	4.62	-0.18	-4%	4.35	4.73	-0.38	-10

means: 94 of 100





The conductative on Academic Carcere in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Current Administration 2009 00

	e-Track Faculty Administration		on Survey	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	VI C	current	VHITE F	ACULT	Y	FA current	CULTY prior	OF COL	OR
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% di
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.13	4.18	-0.05	-1%	3.99	4.01	-0.02	0%	4.34	4.47	-0.13	-3%	4.10	4.17	-0.07	-2%	4.19	4.21	-0.02	0%
34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.76	3.54	0.22	5%	3.57	3.20	0.37	9%	4.06	4.09	-0.03	-1%	3.66	3.45	0.21	5%	4.03	3.79	0.24	69
034A1 0	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments fo tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.12	4.38	-0.26	-6%	4.04	4.22	-0.18	-4%	4.24	4.63	-0.39	-10%	4.18	4.36	-0.18	-5%	3.97	4.43	-0.46	-12
Q34A1 1	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.43	4.72	-0.29	-7%	4.32	4.70	-0.38	-10%	4.60	4.76	-0.16	-4%	4.43	4.72	-0.29	-7%	4.43	4.73	-0.30	-89
34A1 2	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.05	4.09	-0.04	-1%	4.01	4.11	-0.10	-3%	4.10	4.06	0.04	1%	4.05	4.05	0.00	0%	4.05	4.19	-0.14	-4
34A1 3	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to you success.	3.56	3.59	-0.03	-1%	3.45	3.20	0.25	6%	3.72	4.27	-0.55	-14%	3.44	3.41	0.03	1%	3.88	4.05	-0.17	-4
34A1 4	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.00	3.03	-0.03	-1%	3.03	2.84	0.19	5%	2.96	3.34	-0.38	-10%	2.81	2.77	0.04	1%	3.52	3.70	-0.18	-5
)34A1 5	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.97	3.99	-0.02	-1%	3.82	3.72	0.10	2%	4.20	4.45	-0.25	-6%	3.87	3.94	-0.07	-2%	4.24	4.13	0.11	3'
034A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.55	3.55	0.00	0%	3.42	3.31	0.11	3%	3.76	3.98	-0.22	-6%	3.44	3.38	0.06	2%	3.83	4.00	-0.17	-4
34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to you success.	3.09	N<5	N/A	N/A	2.95	N<5	N/A	N/A	3.30	N<5	N/A	N/A	2.99	N<5	N/A	N/A	3.37	N<5	N/A	N
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.93	N<5	N/A	N/A	4.01	N<5	N/A	N/A	3.81	N<5	N/A	N/A	3.91	N<5	N/A	N/A	3.97	N<5	N/A	N

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The Conaborative on Academic Carcore in Trigher Education
Tenure-Track Faculty Job Satisfaction Survey
Current Administration 2000 00

	e-Track Faculty y Administration		on Survey	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	IVIE.	current	VHITE F	ACULT	Y	FA current	CULTY prior	OF COL	OR
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.80	N<5	N/A	N/A	3.73	N<5	N/A	N/A	3.89	N<5	N/A	N/A	3.73	N<5	N/A	N/A	3.97	N<5	N/A	N/A
Q34A2 0	policy/practice > importance > work/home	part-time tenure- track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.82	N<5	N/A	N/A	2.66	N<5	N/A	N/A	3.07	N<5	N/A	N/A	2.75	N<5	N/A	N/A	3.00	N<5	N/A	N/A
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty How effective or ineffective for you have been the following at your institution?	3.01	3.20	-0.19	-5%	3.10	3.18	-0.08	-2%	2.83	3.24	-0.41	-10%	3.05	3.04	0.01	0%	2.90	3.65	-0.75	-19%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.50	3.85	-0.35	-9%	3.51	3.84	-0.33	-8%	3.48	3.85	-0.37	-9%	3.52	3.75	-0.23	-6%	3.45	4.10	-0.65	-16%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.52	3.60	-0.08	-2%	3.56	3.51	0.05	1%	3.47	3.73	-0.26	-6%	3.55	3.37	0.18	4%	3.45	4.19	-0.74	-19%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.41	3.45	-0.04	-1%	3.36	3.35	0.01	0%	3.50	3.63	-0.13	-3%	3.42	3.23	0.19	5%	3.40	3.96	-0.56	-14%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.75	2.72	0.03	1%	2.68	2.62	0.06	2%	2.86	2.91	-0.05	-1%	2.72	2.59	0.13	3%	2.81	3.03	-0.22	-5%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.30	3.35	-0.05	-1%	3.31	3.23	0.08	2%	3.28	3.55	-0.27	-7%	3.19	3.19	0.00	0%	3.54	3.70	-0.16	-4%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.83	3.32	-0.49	-12%	2.79	3.25	-0.46	-12%	2.91	3.44	-0.53	-13%	2.75	3.29	-0.54	-14%	3.06	3.39	-0.33	-8%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.11	2.85	0.26	6%	3.08	3.01	0.07	2%	3.15	2.58	0.57	14%	3.17	2.86	0.31	8%	2.98	2.82	0.16	4%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre tenure period - How effective or ineffective for you have been the following at your institution?	3.43	2.61	0.82	21%	3.62	2.50	1.12	28%	3.15	2.76	0.39	10%	3.44	2.48	0.96	24%	3.42	2.87	0.55	14%

means: 96 of 100





The conductative on Academic Carcere in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Current Administration 2009 00

Tenure-Track Faculty Job Satisfaction Survey Administration 2008-09			ion Survey	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	ME	current	VHITE F	ACULT	Y	FA current	CULTY prior	OF COL	OR
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.33	3.54	-0.21	-5%	3.40	3.70	-0.30	-8%	3.23	3.30	-0.07	-2%	3.27	3.48	-0.21	-5%	3.47	3.67	-0.20	-5%
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.69	3.77	-0.08	-2%	3.62	3.84	-0.22	-5%	3.80	3.67	0.13	3%	3.66	3.79	-0.13	-3%	3.78	3.73	0.05	1%
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.15	3.48	-0.33	-8%	3.16	3.50	-0.34	-9%	3.13	3.45	-0.32	-8%	3.16	3.28	-0.12	-3%	3.12	3.99	-0.87	-22%
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.21	2.07	0.14	4%	2.35	2.32	0.03	1%	1.97	1.71	0.26	7%	2.09	2.07	0.02	1%	2.41	2.06	0.35	9%
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.13	2.17	-0.04	-1%	2.29	2.25	0.04	1%	1.91	2.02	-0.11	-3%	2.01	2.33	-0.32	-8%	2.26	1.92	0.34	9%
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.68	3.01	0.67	17%	3.66	2.87	0.79	20%	3.70	3.23	0.47	12%	3.56	2.94	0.62	16%	3.91	3.14	0.77	19%
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program		2.58	2.30	0.28	7%	2.69	2.17	0.52	13%	2.45	2.44	0.01	0%	2.62	2.34	0.28	7%	2.48	2.21	0.27	7%
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.88	N<5	N/A	N/A	2.86	N<5	N/A	N/A	2.91	N<5	N/A	N/A	2.50	N<5	N/A	N/A	3.21	N<5	N/A	N/A
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.81	N<5	N/A	N/A	1.53	N<5	N/A	N/A	2.10	N<5	N/A	N/A	1.53	N<5	N/A	N/A	2.19	N<5	N/A	N/A
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	reasons - How effective or ineffective for	3.01	N<5	N/A	N/A	3.24	N<5	N/A	N/A	2.59	N<5	N/A	N/A	2.91	N<5	N/A	N/A	3.21	N<5	N/A	N/A
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure- track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.62	N<5	N/A	N/A	2.66	N<5	N/A	N/A	2.55	N<5	N/A	N/A	2.46	N<5	N/A	N/A	2.79	N<5	N/A	N/A

means: 97 of 100





The Conaborative on Academic Careers in riigher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2009 00

	y Administration	/ Job Satisfaction Survey n 2008-09	current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	E	current	VHITE F	ACULT	Υ	FA current	CULTY prior	OF COL	.OR
item	theme	name description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% di
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible compatible with the following statements: My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.22	2.62	0.60	15%	3.38	2.86	0.52	13%	2.98	2.23	0.75	19%	3.16	2.50	0.66	17%	3.40	2.87	0.53	13%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible compatible with the following statements: My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.04	2.60	0.44	11%	3.23	2.86	0.37	9%	2.74	2.15	0.59	15%	3.08	2.51	0.57	14%	2.92	2.79	0.13	3%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible days and tenure-track compatible with the following statements:		3.25	0.44	11%	3.90	3.31	0.59	15%	3.37	3.16	0.21	5%	3.75	3.14	0.61	15%	3.52	3.47	0.05	1%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible with the control of the compatible with the control of the contro		3.32	0.44	11%	3.96	3.41	0.55	14%	3.47	3.16	0.31	8%	3.80	3.19	0.61	15%	3.64	3.57	0.07	2%
Q35E	policy/practice > work/home	colleagues are respectful of my efforts balance work and home responsibilities - Please indicate your level of agreement with the following statements:	4.01	N<5	N/A	N/A	4.14	N<5	N/A	N/A	3.80	N<5	N/A	N/A	3.91	N<5	N/A	N/A	4.25	N<5	N/A	N/.
Q36	policy/practice > compensation	How satisfied or dissatisfied are you with compensation your compensation (that is, your salary and benefits)?	3.38	3.10	0.28	7%	3.44	2.89	0.55	14%	3.28	3.45	-0.17	-4%	3.49	3.19	0.30	8%	3.08	2.84	0.24	6%
Q37	policy/practice > work/home	ability to balance between professional and personal time How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	ne 3.04	2.74	0.30	8%	3.26	2.92	0.34	9%	2.73	2.43	0.30	8%	3.03	2.74	0.29	7%	3.08	2.73	0.35	99
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.18 f	4.19	-0.01	0%	4.26	4.23	0.03	1%	4.04	4.14	-0.10	-2%	4.24	4.13	0.11	3%	3.99	4.36	-0.37	-94
Q38B	climate, culture, collegiality	interest tenured The interest senior faculty take in your faculty take in professional development - Please indicate your professional your level of satisfaction or dissatisfaction development with the following aspects of your workplace	3.54	3.62	-0.08	-2%	3.66	3.62	0.04	1%	3.35	3.60	-0.25	-6%	3.59	3.58	0.01	0%	3.42	3.72	-0.30	-8%
Q38C	climate, culture, collegiality	opportunities to collaborate with seni faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.56	3.44	0.12	3%	3.83	3.56	0.27	7%	3.14	3.23	-0.09	-2%	3.64	3.40	0.24	6%	3.35	3.54	-0.19	-51
Q38D	climate, culture, collegiality	value faculty in your department on your work - Please indicate your level con your place on your satisfaction or dissatisfaction with the work following aspects of your workplace:		N<5	N/A	N/A	3.77	N<5	N/A	N/A	3.49	N<5	N/A	N/A	3.66	N<5	N/A	N/A	3.66	N<5	N/A	N/.

means: 98 of 100





The Conaborative on Academie Caroore in Thigher Education
Tenure-Track Faculty Job Satisfaction Survey
Current Administration 2008 00

	y Administration	Job Satisfaction Survey 2008-09		current	OVE prior	RALL		current	MA prior	LES		current		OVER TII ALES	IVI E	current	VHITE F	ACULT	Y	FA current	CULTY prior	OF COL	OR
item	theme	name description		mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% d
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues The amount of profession have with senior colleague department - Please inc satisfaction or dissatisfaction or dissatisfactio	gues in your dicate your level of action with the	3.66	3.45	0.21	5%	3.86	3.41	0.45	11%	3.37	3.50	-0.13	-3%	3.74	3.42	0.32	8%	3.46	3.53	-0.07	-2°
Q39B	climate, culture, collegiality	amount of personal have with senior colleagues The amount of personal have with senior colleagues department - Please included satisfaction or dissatisfaction or d	gues in your dicate your level of action with the	3.50	3.67	-0.17	-4%	3.61	3.73	-0.12	-3%	3.34	3.58	-0.24	-6%	3.48	3.61	-0.13	-3%	3.56	3.83	-0.27	-7
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues The amount of profession have with junior colleagued department - Please incompre-tenure satisfaction or dissatisfaction or dissatisfaction or dissatisfaction.	ues in your dicate your level of action with the	3.89	3.73	0.16	4%	3.89	3.67	0.22	6%	3.90	3.85	0.05	1%	3.88	3.70	0.18	4%	3.91	3.82	0.09	29
Q39D	climate, culture, collegiality	amount of personal have with junior colleagues The amount of personal have with junior colleagues department - Please inc satisfaction or dissatisfaction or dissat	ues in your dicate your level of action with the	3.83	3.80	0.03	1%	3.72	3.78	-0.06	-1%	3.99	3.83	0.16	4%	3.76	3.76	0.00	0%	3.99	3.91	0.08	29
Q40	climate, culture, collegiality	How well you fit (e.g., y belonging, your comfort how well you fit department - Please ind satisfaction or dissatisfa following aspects of you	level) in your dicate your level of action with the	3.76	3.71	0.05	1%	3.84	3.74	0.10	2%	3.64	3.65	-0.01	0%	3.79	3.73	0.06	2%	3.68	3.65	0.03	1
Q41	climate, culture, collegiality	The intellectual vitality colleagues in your depa of tenured indicate your level of sa colleagues dissatisfaction with the your workplace:	artment - Please itisfaction or	3.53	3.27	0.26	6%	3.60	3.24	0.36	9%	3.43	3.32	0.11	3%	3.56	3.15	0.41	10%	3.46	3.58	-0.12	-3
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues in your department	of pre-tenure faculty	4.08	N<5	N/A	N/A	4.04	N<5	N/A	N/A	4.15	N<5	N/A	N/A	4.11	N<5	N/A	N/A	4.03	N<5	N/A	Ν
Q41B	climate, culture, collegiality	participation in Opportunities for partici governance of to your rank, in the gove institution institution		3.75	N<5	N/A	N/A	3.70	N<5	N/A	N/A	3.84	N<5	N/A	N/A	3.82	N<5	N/A	N/A	3.59	N<5	N/A	Ν
Q41C	climate, culture, collegiality	participation in governance of department Opportunities for particit to your rank, in the government		3.91	N<5	N/A	N/A	3.87	N<5	N/A	N/A	3.97	N<5	N/A	N/A	3.93	N<5	N/A	N/A	3.87	N<5	N/A	Ν
Q42	climate, culture, collegiality	on the whole, institution is collegial On the whole, my institution is collegial	el of agreement or	4.23	N<5	N/A	N/A	4.23	N<5	N/A	N/A	4.22	N<5	N/A	N/A	4.23	N<5	N/A	N/A	4.23	N<5	N/A	1
Q45A	global satisfaction	department as a place to work All things considered, h dissatisfied are you with a place to work?		3.96	3.84	0.12	3%	3.99	3.89	0.10	3%	3.90	3.74	0.16	4%	3.97	3.79	0.18	5%	3.91	3.95	-0.04	-

means: 99 of 100



MEAN COMPARISONS North Carolina State University

The Collaborative on Academic Careers in Higher Education Tenure-Track Faculty Job Satisfaction Survey

ly Job Satisfacti on 2008-09	ion Survey		OVE	RALL			MA	LES		СН			ME	v	VHITE F	ACULT	1	FA	CULTY	OF COL	.OR
		current	prior			current	prior			current	prior			current	prior			current	prior		
name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
n institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.72	3.50	0.22	6%	3.82	3.61	0.21	5%	3.57	3.32	0.25	6%	3.71	3.62	0.09	2%	3.74	3.19	0.55	14%
n chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
n quality of life for	academic officer at my institution seems to	3.34	3.12	0.22	5%	3.52	3.26	0.26	7%	3.08	2.94	0.14	4%	3.45	3.06	0.39	10%	3.08	3.27	-0.19	-5%
how long will n remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
n remain no more	for no more than five years after earning	N/A	N<5	N/A	N/A	N/A	N<5	N/A	N/A	N/A	N<5	N/A	N/A	N/A	N<5	N/A	N/A	N<5	N<5	N/A	N/A
would again n choose to work a this institution	If I could do it over, I would again choose to to work at this institution.	4.16	4.03	0.13	3%	4.25	4.07	0.18	4%	4.02	3.96	0.06	1%	4.25	4.11	0.14	3%	3.93	3.84	0.09	2%
n department as a	position asked you about your department	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
overall rating of n institution	How do you rate your institution as a place for junior faculty to work?	3.96	3.74	0.22	5%	4.07	3.79	0.28	7%	3.79	3.65	0.14	4%	3.95	3.74	0.21	5%	4.00	3.73	0.27	7%
	name institution as a place to work CAO cares about quality of life for pre-tenure faculty how long will remain at institution why you plan to remain no more than 5 years would again those to work at this institution would recommen department as a place to work	institution as a place to work All things considered, how satisfied or dissatisfied are you with your institution as a place to work? Chief academic officer CAO cares about quality of life for pre-tenure faculty The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. Assuming you achieve tenure, how long do you plan to remain at your institution? Why you plan to remain at your institution? Why do you plan to remain at your institution for no more than 5 years Would again choose to work at this institution would recommend If a candidate for a tenure-track faculty department as a place to work, would you: Overall rating of How do you rate your institution as a place	name description mean All things considered, how satisfied or dissatisfied are you with your institution as a place to work? CAO cares about quality of life for pre-tenure faculty how long will remain at institution Why you plan to remain at your plan to remain no more than 5 years Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution Why do you plan to remain at your institution for no more than five years after earning tenure? Assuming you achieve tenure, how long do you plan to remain at your institution Why you plan to remain at your institution Why do you plan to remain at your institution for no more than five years after earning tenure? Assuming you achieve tenure, how long do you plan to remain at your institution N/A Why do you plan to remain at your institution N/A Why do you plan to remain at your institution for no more than five years after earning tenure? N/A Would again this institution. N/A Overall rating of How do you rate your institution as a place Overall rating of How do you rate your institution as a place	name description mean mean mean mean place to work at this institution N/A would again choose to work at this institution would recommend If a candidate for a tenure-track faculty would operation and place to work at at place to work at place to work at at place to work at at place to work at a place to work at at place to work at at place to work as a place to work, would you:	name description mean mean net diff name description mean mean net diff name description mean mean net diff nstitution as a place to work nothief academic officer work? CAO cares about quality of life for pre-tenure faculty how long will remain at institution Why you plan to remain at your institution? Why you plan to remain at not one than 5 years Why do you plan to to work at this institution would again choose to work at this institution would recommend If a candidate for a tenure-track faculty would recommend If a candidate for a tenure-track faculty overall rating of How do you rate your institution as a place overall rating of How do you rate your institution as a place overall rating of How do you rate your institution as a place 3.74 0.22	name description mean mean net diff % diff institution as a place to work institution as a place to work chief academic officer Who serves as the chief academic officer at your institution? CAO cares about quality of life for pre-tenure faculty how long will remain at institution Assuming you achieve tenure, how long do you plan to remain at your institution? Why you plan to why you plan to remain at your institution? Why do you plan to remain at this institution why you plan to work at this institution Why do you plan to remain at your institution would again the choose to work at this institution would again the choose to work at this institution would recommend If a candidate for a tenure-track faculty mould recommend If a candidate for a tenure-track faculty and place to work as a place to work, would you: solvently first prior current mean mean net diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff % diff N/A N/A N/A N/A N/A N/A N/A N	name description mean mean net diff % diff mean All things considered, how satisfied or place to work place to work? All things considered, how satisfied or place to work? All things considered, how satisfied or place to work? All things considered, how satisfied or place to work? All things considered, how satisfied or place to work? All things considered, how satisfied or place to work? All things considered, how satisfied or place to work? N/A	name description mean mean net diff % diff mean mean place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied or dissatisfied are you with your institution as a place to work? All things considered, how satisfied or dissatisfied or dissatisfied or dissatisfied or dissatisfied or dissatisfied or according to work? All things considered, how satisfied or attention as a place to work? All things considered, how satisfied or dissatisfied or attention as a place to work at this institution. All things considered, how satisfied or attention as a place to work at place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work, would your institution as a place to work as a place to work as a place to work, would your institution as a place to work as a place to work as a place to work, would your institution as a place to work as a place	name description mean mean net dilit % dilt me	name description mean mean net diff % diff for institution? CAO cares about The person who serves as the chief academic officer at my institution seems to care about the quality of life for pre-tenure faculty faculty. The person who serves as the chief academic officer at my institution seems to care about the quality of life for punior pre-tenure faculty faculty. Assuming you achieve tenure, how long do you plan to remain at your institution? The person who serves as the chief academic officer at my institution and pre-tenure faculty faculty. The person who serves as the chief academic officer at my institution and pre-tenure faculty faculty. The person who serves as the chief academic officer at my institution and pre-tenure faculty and	name description mean mean net diff % diff mean net diff % diff mean net diff % diff mean mean net diff % diff mean net	Name description Name not diff % diff mean mean not diff % diff for distance distance different work? NAME NAME NAME NAME NAME NAME NAME NAME	OVERALL NAMES MALES FEMALES TOTAL PION CUITENT PION CAC Carea sabout The parson who serves as the chief academic officer at my institution seems to pre-tenure faculty CAC Carea sabout The quality of life for junior faculty. CAC Carea sabout The person who serves as the chief academic officer at my institution? Assuming you achieve tenure, how long do remain at institution Thow long will assuming you achieve tenure, how long do remain at mistitution The pre-tenure faculty The preson who serves as the chief academic officer at my institution? N/A	OURTHALL OURTHALL	A 2008-09 OVERALL OV	DVERALLES Current Prior Current Prior	March Security March March Security March March Security March March	Application CAD cares about CAD cares abou	OVERALL NAMES MALES MALES	March Marc	MALES PRIMALES P

COACHE

Tenure-Track Faculty Job Satisfaction Survey Frequency Distributions



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

item	theme	name	description	response scale	Your inst	%	Peer Count	%	Count	%	Count	%	Peer Count	%	Peer Count	%	All selecte Count	%	Count	% %
пен	uieine	name	description	Very clear	34	23%	25	16%	41	26%	28	18%	23	18%	31	17%	149	19%	1713	199
				Fairly clear	85	58%	93	57%	79	50%	83	53%	75	58%	115	61%	446	56%	4557	519
Q19	tenure practices	tenure process	I find the tenure process in my department	Neither clear nor unclear	15	10%	25	15%	18	11%	19	12%	12	9%	22	12%	96	12%	1155	139
Q 10	overall	teriare process	to be	Fairly unclear	13	9%	14	9%	13	8%	18	11%	12	10%	15	8%	72	9%	997	119
				Very unclear	1	1%	5	3%	7	5%	7	5%	6	5%	6	3%	32	4%	448	5'
				Very clear	25	17%	25	15%	31	20%	23	15%	24	19%	30	16%	133	17%	1514	17
				Fairly clear	87	59%	88	54%	86	54%	86	56%	67	52%	98	52%	425	54%	4456	50
Q20	tenure practices	tenure criteria	I find the tenure criteria (what things are	Neither clear nor unclear	21	14%	31	19%	18	11%	13	9%	14	11%	31	16%	106	13%	1263	14
QZU	overall	tonare entena	evaluated) in my department to be	Fairly unclear	12	8%	11	7%	11	7%	24	15%	19	15%	18	9%	82	10%	1120	13
				Very unclear	3	2%	8	5%	12	8%	9	6%	6	4%	12	7%	47	6%	518	
				Very clear	12	8%	21	13%	23	15%	14	9%	16	12%	19	10%	93	12%	986	1
			I find the tenure standards (the	Fairly clear	77	52%	77	47%	72	46%	65	42%	57	44%	80	42%	351	44%	3711	4
O21	tenure practices	tenure etandarde	s performance threshold) in my department		29	20%	33	20%	30	19%	29	19%	22	17%	49	26%	162	20%	1802	2
QZ I	overall	teriure standards	to be	Neither clear nor unclear Fairly unclear	29	14%	33 18	11%	19	12%	34	22%	23	18%	49 27	14%	122	15%	1579	1
			to be	Very unclear	7	5%	14	9%	13	8%	13	22% 8%	23 11	8%	14	8%	65	8%	774	
					33	22%	19	12%	32	21%	19	13%	18	14%	29	16%	117	15%	1289	1
			I find the best of a didense that will be	Very clear		45%	79		75	47%	71	47%			96	51%		48%		4
Q22	tenure practices	tenure body of	I find the body of evidence that will be considered in making my tenure decision	Fairly clear	66	20%		49%		47% 17%	31	21%	59	46% 22%		19%	379	48% 20%	4035 1758	
QZZ	overall	evidence	to be	Neither clear nor unclear	29		38	24%	28	,0			28		35		160			2 1
			to be	Fairly unclear	16	11% 1%	22 4	14%	15 8	10%	21 9	14%	19 5	14% 4%	17	9%		12%	1224	
				Very unclear	30	20%	27	2%	32	5%		6%		.,,	11 25	6% 13%	37	5% 16%	509	
				Very clear				17% 47%		20% 41%	19	13%	23	18%			127		1544	
000	tenure practices	sense of	My sense of whether or not I will achieve	Fairly clear	68	47%	75	,.	65	,.	60	39%	47	37%	73	39%	320	41%	3725	
Q23	overall	achieving tenure		Neither clear nor unclear	34	23%	42	26%	41	26%	43	28%	34	27%	56	30%	215	27%	2107	2
				Fairly unclear	10	7%	10	6%	12	8%	18	12%	18	14%	22	12%	80	10%	904	
				Very unclear	4	3%	6	4%	7	4%	14	9%	6	5%	12	6%	44	6%	472	
				Very clear	32	21%	30	19%	39	25%	23	15%	33	26%	40	21%	166	21%	1862	:
	tenure	expectations >	A scholar - Is what's expected in order to	Fairly clear	81	55%	87	54%	73	46%	83	54%	61	47%	106	56%	410	52%	4369	
224A	expectations:	clarity > scholar	earn tenure CLEAR to you regarding your	Neither clear nor unclear	22	15%	22	14%	22	14%	17	11%	13	10%	20	11%	96	12%	1103	
	clarity		performance as:	Fairly unclear	11	7%	20	12%	19	12%	26	17%	16	12%	17	9%	97	12%	1160	
				Very unclear	2	1%	2	1%	5	3%	5	3%	5	4%	7	4%	24	3%	329	
				Very clear	26	18%	21	13%	29	19%	15	10%	21	16%	31	17%	117	15%	1517	
	tenure	expectations >	A teacher - Is what's expected in order to	Fairly clear	70	48%	70	44%	85	57%	74	50%	51	40%	84	45%	365	47%	4317	
Q24B	expectations:	clarity > teacher	earn tenure CLEAR to you regarding your	Neither clear nor unclear	34	24%	34	21%	17	11%	32	21%	31	24%	38	20%	150	19%	1515	
	clarity	ciamy > teacher	performance as:	Fairly unclear	10	7%	28	17%	18	12%	23	16%	19	15%	26	14%	115	15%	1111	
				Very unclear	4	3%	7	4%	2	1%	4	3%	6	4%	10	5%	29	4%	277	
				Very clear	16	12%	12	8%	22	15%	10	7%	11	9%	18	10%	73	10%	835	
	tenure		An advisor to students - Is what's expected	Fairly clear	50	37%	45	29%	51	35%	59	39%	30	25%	58	32%	242	32%	2606	
Q24C	expectations:	expectations >	in order to earn tenure CLEAR to you	Neither clear nor unclear	43	31%	42	28%	37	26%	41	27%	38	32%	56	31%	215	29%	2418	:
	clarity	clarity > advisor	regarding your performance as:	Fairly unclear	22	16%	32	21%	24	17%	27	18%	26	22%	28	16%	137	18%	1702	- :
				Very unclear	7	5%	23	15%	11	7%	15	10%	14	12%	20	11%	83	11%	699	
				Very clear	10	7%	11	7%	16	10%	10	7%	14	11%	16	8%	67	9%	857	
	tenure	expectations >	A colleague in your department - Is what's	Fairly clear	57	39%	52	33%	56	36%	48	31%	41	33%	65	35%	263	34%	3076	
24D	expectations:	clarity >	expected in order to earn tenure CLEAR to		50	34%	53	33%	41	26%	41	27%	33	26%	53	28%	221	28%	2275	
	clarity	colleague in	you regarding your performance as:	Fairly unclear	19	13%	25	16%	26	17%	39	25%	24	19%	31	16%	145	19%	1703	
		department		Very unclear	9	6%	18	12%	16	11%	15	10%	14	11%	22	12%	85	11%	768	
				Very clear	8	5%	8	5%	13	9%	8	5%	3	2%	14	8%	46	6%	619	_
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly clear	40	28%	36	23%	41	27%	33	21%	32	26%	39	21%		23%	2467	
24E		clarity > campus		Neither clear nor unclear	47	33%	50	31%	48	31%	44	29%	40	33%	67	37%	249	32%	2547	
	clarity	citizen	regarding your performance as:	Fairly unclear	33	23%	41	26%	29	19%	48	32%	26	21%	40	22%	184	24%	1961	
			gg /	Very unclear	16	11%	24	15%	21	14%	20	13%	21	17%	22	12%	104	14%	957	
				Very clear	8	6%	6	4%	10	7%	7	4%	6	5%	9	5%	37	5%	512	_
	4		A member of the broader community - Is	Fairly clear	55	38%	33	21%	37	26%	45	30%	32	26%	37	22%	184	25%	2069	
24F	tenure	expectations >	what's expected in order to earn tenure		33	23%	46	30%	43	30%	46	30%	38	31%	62	36%	235	32%	2605	
(24F	expectations: clarity	clarity > member of community	CLEAR to you regarding your performance	Neither clear nor unclear		24%		27%		23%	33	22%		25%		22%	177	32% 24%	2053	
	ordiny	or community	as:	Fairly unclear	35		42		33		33 21		31		38					
				Very unclear	13	9%	26	17%	21	15%		14%	16	13%	24	14%	109	15%	1158	
				Very reasonable	30	20%	32	20%	41	26%	19	13%	29	22%	27	14%	148	19%	2070	
٠	tenure		A scholar - Is what's expected in order to	Fairly reasonable	81	55%	80	49%	64	40%	71	46%	63	49%	91	48%	369	47%	3692	
25A	expectations:	reasonableness		Neither reasonable nor unreasonable		18%	28	17%	33	21%	36	23%	23	18%	45	24%	165	21%	1731	
	reasonableness	> scholar	regarding your performance as:	Fairly unreasonable	9	6%	18	11%	13	8%	24	15%	11	8%	18	9%		10%	932	
				Very unreasonable	1	1%	4	3%	8	5%	5	3%	3	2%	9	5%	28	4%	312	
				Very reasonable	30	21%	29	18%	44	29%	27	18%	29	23%	48	25%	178	23%	2292	
	tenure	expectations >	A teacher - Is what's expected in order to	Fairly reasonable	68	47%	64	40%	69	46%	70	47%	39	30%	69	36%	310	40%	3574	
225B	expectations:	reasonableness	earn tenure REASONABLE to you	Neither reasonable nor unreasonable	40	28%	61	38%	27	18%	45	31%	43	34%	56	30%	232	30%	2020	
	reasonableness	> teacher	regarding your performance as:	Fairly unreasonable	6	4%	6	3%	7	5%	3	2%	8	6%	10	5%	34	4%	577	
				Very unreasonable	0	0%	0	0%	3	2%	3	2%	9	7%	6	3%	21	3%	183	
																				$\overline{}$



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

item	theme	name	description	response scale	Your insti	%	Peer Count	%	Count	%	Peer Count	%	Peer Count	%	Peer Count	%	All selecte	%	All compa Count	arables %
item	tneme	name	description	'	25	18%	13	8%	28	19%	14	10%	13	11%	29	16%	98	13%	1431	18%
				Very reasonable	25 49	36%	42	8% 27%	28 46	32%	48	32%	34	28%	29 49	27%	98 219	29%	2403	309
Q25C	tenure expectations:	expectations > reasonableness	An advisor to students - Is what's expected in order to earn tenure REASONABLE to	Neither reasonable nor unreasonable	58	42%	91	59%	58	32% 40%	46 77	51%	59	20% 50%	49 87	48%	372	50%	3545	449
Q25C	reasonableness	> advisor	you regarding your performance as:			42%	6	59% 4%		40% 7%	5	4%		7%	8	46%	372	50%		69
	reasonableness	> auvisoi	you regarding your performance as.	Fairly unreasonable	6	4% 0%	1		10 4	3%	6	4%	8 5		7	4%	23	3%	513 202	39
				Very unreasonable	15	10%	22	1%	26	17%	20	13%	17	5% 14%	28	15%	113	15%	1613	19
		expectations >	A colleague in your department - Is what's	Very reasonable																31
325D	tenure expectations:	reasonableness		Fairly reasonable	50	35% 50%	42 86	26% 55%	55	36% 39%	37 83	24% 53%	40 54	33% 43%	55 84	30% 45%	230 369	30% 47%	2638 3522	41
Q25D	reasonableness	> colleague in	REASONABLE to you regarding your	Neither reasonable nor unreasonable	73				62											
	reasonableness	department	performance as:	Fairly unreasonable	6	4%	5	3%	7	4%	9	6%	6	5%	13	7%	39	5%	522	6
				Very unreasonable	1	1%	3	2%	6	4%	6	4%		6%	6	3%	28	4%	242	3
				Very reasonable	13	9%	15	9%	19	12%	11	7%	10	8%	23	13%	77	10%	1170	14
0055	tenure		A campus citizen - Is what's expected in	Fairly reasonable	36	25%	28	17%	36	24%	28	19%	28	23%	31	17%	150	20%	2201	26
Q25E	expectations: reasonableness		order to earn tenure REASONABLE to you regarding your performance as:	Neither reasonable nor unreasonable		64%	112	71%	93	61%	106	70%	73	60%	117	64%	501	66%	4426	53
	reasonableness	> campus citizen	regarding your performance as.	Fairly unreasonable	2	2%	3	2%	1	1%	2	1%	6	5%	8	5%	20	3%	407	5
				Very unreasonable	0	0%	1	1%	3	2%	5	3%	5	4%	3	2%	17	2%	181	2
		expectations >	A member of the broader community - Is	Very reasonable	11	8%	13	9%	14	10%	9	6%	11	9%	16	9%	63	9%	1017	12
0055	tenure	reasonableness	what's expected in order to earn tenure	Fairly reasonable	52	36%	29	19%	38	27%	40	27%	29	24%	35	20%	171	23%	1980	24
Q25F	expectations: reasonableness	> member of	REASONABLE to you regarding your	Neither reasonable nor unreasonable	76	53%	103	67%	86	59%	92	61%	70	58%	109	64%	460	62%	4629	56
	reasonableness	community	performance as:	Fairly unreasonable	4	3%	5	3%	3	2%	5	3%	8	7%	5	3%	26	3%	414	5
				Very unreasonable	1	1%	4	2%	3	2%	5	3%	4	3%	5	3%	22	3%	160	2
		consistent		Strongly agree	28	19%	30	19%	38	25%	28	19%	28	22%	34	19%	159	21%	1595	19
000	tenure practices		I have received consistent messages from	Somewhat agree	60	41%	71	45%	52	34%	59	39%	42	33%	75	42%	299	39%	2753	32
Q26	overall	tenure from tenured	senior colleagues about the requirements for tenure.	Neither agree nor disagree	15	10%	13	8%	17	11%	9	6%	12	10%	19	11%	71	9%	812	9
		colleagues	ior tenure.	Somewhat disagree	36	25%	29	18%	33	21%	33	22%	26	21%	26	15%	148	19%	1943	23
		colleagues		Strongly disagree	8	5%	15	10%	15	9%	23	15%	20	15%	26	14%	98	13%	1515	18
			In my opinion, tenure decisions here are	Strongly agree	50	36%	49	32%	60	41%	42	30%	39	33%	77	44%	267	36%	2565	31
0074	tenure practices	tenure decisions	made primarily on performance-based	Somewhat agree	55	39%	65	42%	50	34%	62	45%	34	29%	61	34%	271	37%	3046	37
Q27A	overall	based on	criteria rather than on non-performance	Neither agree nor disagree	12	9%	19	13%	17	12%	11	8%	15	13%	14	8%	77	10%	1015	12
		performance	criteria.	Somewhat disagree	17	12%	11	7%	11	7%	16	11%	17	14%	16	9%	71	10%	1056	13
				Strongly disagree	6	4%	9	6%	9	6%	8	6%	12	11%	9	5%	47	6%	659	8
			The way you spend your time as a faculty	Very satisfied	32	22%	26	16%	27	17%	38	24%	34	27%	37	20%	162	21%	1991	23
	nature of work	way you spend	member - Please indicate your level of	Satisfied	80	54%	89	55%	87	55%	76	49%	65	51%	89	49%	406	52%	4372	50
Q28	overall	your time as a faculty member	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	11	7%	24	15%	19	12%	6	4%	8	6%	24	13%	80	10%	858	10
		racuity member	following:	Dissatisfied	22	15%	22	14%	23	15%	31	20%	15	12%	27	15%	119	15%	1271	15
				Very dissatisfied	3	2%	1	1%	1	1%	6	4%	6	5%	5	3%	19	2%	262	3
			The number of hours you work as a faculty	Very satisfied	22	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	755	16
Q28B	nature of work	number of hours	member in an average week - Please	Satisfied	69	47%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2100	45
Q28B	overall	you work as a faculty member	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	25	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	753	16
		lacuity member	dissatisfaction with the following:	Dissatisfied	26 5	17% 4%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	824 241	18 5
				Very dissatisfied		.,,				36%								40%		
			- 1 1 1 (1)	Very satisfied	57	40%	44	29%	54		74	50%	66	52%	65	35%	302		3352	39
O29A	nature of work >	level of courses	The level of the courses you teach -	Satisfied	63	44%	80	52%	80	54%	53	36%	45	35%	88	48%	347	46%	3657	43
Q29A	teaching	you teach	Please indicate your level of satisfaction or dissatisfaction with the following:	Neither satisfied nor dissatisfied	14	10%	18	12%	10	7%	11	7%	8	6%	18	10%	65	9%	744	9
			dissatisfaction with the following.	Dissatisfied	8	5% 1%	11	7% 1%	4	3% 1%	9	6% 1%	7	6% 1%	11	6% 1%	42 6	5% 1%	663 145	8' 2'
				Very dissatisfied	51	1,70	- 1	. , , ,	1 46	31%			- 1	. , , ,	75			41%		37
			T	Very satisfied Satisfied	66	35% 46%	59 55	38% 36%	46 57	38%	72 47	49% 32%	62 41	49% 32%	75 82	41% 45%	314 283	37%	3177 2874	34
Q29B	nature of work >	number of	The number of courses you teach - Please	Neither satisfied nor dissatisfied	17	12%	25	16%	19	13%	10	32% 7%	8	32% 6%	62 16	45% 9%	263 79	10%	934	11
Q29B	teaching	courses you teach	indicate your level of satisfaction or dissatisfaction with the following:		7							11%			8			9%	1143	
		teacri	dissatisfaction with the following.	Dissatisfied	2	5%	11 4	7%	22 5	15% 3%	16 3	2%	10 6	8% 5%	8	4%	68	9% 2%	441	13
				Very dissatisfied Very satisfied	60	1% 42%	71	3% 47%	70	47%	88	60%	76	60%	82	1% 45%	18 388	51%	4340	51 51
		degree of	The degree of influence you have over the	Satisfied		42%	53	35%	70 56	38%	38	25%	29	23%	67	37%	243	32%	2614	31
Q29C	nature of work >	influence over	courses you teach - Please indicate your		68															
WZ9U	teaching	which courses	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied Dissatisfied	9	6% 4%	12	8% 8%	14 7	9% 5%	13 5	9% 4%	10 9	8%	15 14	8% 8%	64 47	8% 6%	719	8
		you teach	the following:		1	4% 1%	12 2	8% 2%	2	5% 1%	5 4	4% 3%	3	7% 2%	14	8% 2%		6% 2%	611 265	7
				Very dissatisfied	70	.,,		61%							111		15			67
			The discretion you have over the content	Very satisfied	79 50	55% 40%	93 43	61% 28%	97	66%	104 31	70%	91	73%	111	61% 28%	496	66%	5729 2093	67 25
029D	nature of work >	discretion over	of your courses you teach - Please indicate	Satisfied	58				43	29%		21%	23	18%	50		189	25%		
WZ3D	teaching	course content	your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	7	5%	12	8%	7	5% 0%	7	5% 3%	7	6%	12	7%	45	6% 2%	400	5
			with the following:	Dissatisfied	0	0% 1%	4	3%	0	0% 1%	4	3% 1%	1 2	1% 2%	7 1	4%	17 7	2% 1%	226 89	
				Very dissatisfied	00	1 70		1%								1%		.,,		1
				Very satisfied	39	27%	46	29%	49	33%	59	40%	57	45%	54	30%	265	35%	2946	34
Q29E	nature of work >	number of	The number of students you teach -	Satisfied	64	45%	63	40%	64	43%	45	31%	46	37%	80	44%	298	39%	3288	38
Q29E	teaching	students you teach	Please indicate your level of satisfaction or dissatisfaction with the following:	Neither satisfied nor dissatisfied	21	14%	31	20%	18	12%	10	7%	13	10%	20	11%	91	12%	954	11
		teacm	alsoaustaction with the following.	Dissatisfied	17	11%	11	7%	13	9%	24	17%	4	3%	25	13%	77	10%	968	11
				Very dissatisfied	4	2%	5	3%	4	3%	9	6%	6	5%	4	2%	29	4%	403	5'



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					Your inst		Peer		Pee		Peer		Peer		Peer		All selected	_		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			The quality of undergraduate students with	Very satisfied Satisfied	18	14% 39%	20 40	16% 32%	32 58	22% 40%	18 45	13% 34%	14 37	13% 35%	35 71	21% 42%		18% 37%	1510 2579	20% 34%
Q29F	nature of work >	quality of	whom you interact - Please indicate your		50	39% 26%	40 37	29%		40% 22%		34% 21%	37 21	35% 20%		42% 22%			2579 1552	
Q29F	teaching	undergraduate students	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied Dissatisfied	33				31		28				37			23%		21%
		Students	the following:		20 7	16% 5%	22 7	18% 5%	17 7	12% 5%	35 7	26% 5%	26 8	24% 8%	18 7	11% 4%		17% 5%	1455 466	19% 6%
				Very dissatisfied		27%	27	17%		11%	29	20%			48	26%				22%
			The quality of graduate students with	Very satisfied Satisfied	38 61	43%	27 70	44%	16 63	45%	29 71	20% 48%	23 46	19% 38%	48 83	46%		19% 44%	1706 3152	22% 41%
Q29G	nature of work >	quality of graduate	whom you interact - Please indicate your			43% 18%	70 29	18%		45% 25%	21	48% 14%		38% 14%	33	18%		18%	1307	41% 17%
QZ9G	teaching	students	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied Dissatisfied	26 13	9%	29 24	15%	35 21	15%	21	14%	17 30	24%	33 15	8%		15%	1179	15%
		Students	the following:	Very dissatisfied	5	3%	10	6%	5	4%	∠ı 5	4%	30 6	24% 5%	3	2%		4%	320	4%
					-										22					11%
			The amount of time you have to conduct	Very satisfied Satisfied	19 47	13% 32%	16	10% 31%	17 48	11% 31%	21 51	14% 33%	22 51	18% 40%	69	12% 38%		13% 34%	993 2560	29%
O30B	nature of work >	amount of time to	research/produce creative work - Please				49				14		4							
QSUB	research	conduct research	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	24 42	16% 29%	28 51	18% 32%	29 47	18% 30%	47	9% 30%	34	4% 26%	24	13% 29%		13% 30%	1052 2725	12% 31%
			dissatisfaction with the following:	Dissatisfied		11%	14	32% 9%		10%	23	14%	34 16	12%	54 15	8%		11%	1398	16%
				Very dissatisfied Very satisfied	16 9	6%	7	5%	15 6	4%	10	7%	8	7%	14	8%		6%	708	9%
			The amount of external funding you are	•		27%	40		34	24%		19%		25%					2031	
Q30C	nature of work >	expectations for	expected to find - Please indicate your	Satisfied	39			27%		, 0	29		30		59	34%		26%		26%
QSUC	research	finding external funding	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied Dissatisfied	56 30	39% 21%	47 46	32% 31%	64 27	46% 19%	43 44	29% 30%	43 28	35% 23%	50 32	28% 19%		34% 24%	2601 1659	33% 21%
		runung	the following:				46 6				44 21							24% 9%	908	
				Very dissatisfied	10	7%		4%	8	6%		15%	12	10%	19	11%				11%
			The influence you have over the focus of	Very satisfied Satisfied	70 62	48% 42%	82 51	52% 32%	84 57	54% 36%	80 53	51% 34%	83	65% 20%	95 60	52% 38%		54% 33%	4867 2647	56%
Q30D	nature of work >	influence over	your research/creative work - Please		62					0070			25		69					30%
Q30D	research	focus of research	indicate your level of satisfaction or	Neither satisfied nor dissatisfied Dissatisfied	10 4	7% 3%	14 9	9% 6%	10 4	6% 2%	12 9	8% 6%	9	7% 5%	15 3	8% 2%		8% 4%	666 383	8%
			dissatisfaction with the following:	Biodationoa	4	- , .	Ü	- , .	•		•		6	-,,	3			.,.		4%
				Very dissatisfied	1	1%	2	1%	2	1%	3	2%	4	4%	1	1%		2%	122	1%
			The quality of facilities (i.e., office, labs,	Very satisfied	26	18%	25	16%	27	17%	19	12%	17	14%	36	20%		16%	1886	22%
004	nature of work		classrooms) - Please indicate your level of	Satisfied	55	39%	53	33%	55	35%	62	40%	40	32%	68	37%		36%	2903	33%
Q31	overall	quality of facilities	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	27	19%	39	24%	22 36	14%	17	11% 23%	21 29	16% 23%	30 30	17% 17%		17%	1264 1706	15%
			following:	Dissatisfied	21	15%	29	18%		23%	36							20%		20%
				Very dissatisfied	13	9%	14	9%	17	11%	21	13%	20	15%	18	10%		11%	909	10%
			The amount of access you have to	Very satisfied	15	10%	15	10%	18	13%	23	15%	15	13%	32	18%		14%	1022	13%
000	nature of work		Teaching Fellows, Graduate Assistants, et	Satisfied	43	30%	52	34%	33	23%	42	29%	27	22%	59	33%		29%	2252	28%
Q32	overall	to TA's, RA's, etc.	al Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	36	26%	39	26%	40	28%	16	11%	26	22%	39	22%		22%	1603	20%
		eic.	following:	Dissatisfied	32	23%	32	21%	36	25%	44	30%	26	22%	45	25%		25%	1853	23%
			lollowing.	Very dissatisfied	15	11%	15	10%	15	11%	23	16%	25	21%	5	3%		11%	1278	16%
				Very satisfied	33	23%	33	21%	47	30%	44	29%	38	30%	54	30%		28%	2483	29%
0004	nature of work	clerical/administr	Clerical/administrative services - How	Satisfied	64	43%	62	39%	64	41%	50	33%	28	22%	66	36%		35%	2868	33%
Q33A	overall	ative services	satisfied are you with the quality of these support services?	Neither satisfied nor dissatisfied	19	13%	23	15%	19	12%	15	10%	18	14%	25	14%		13%	1079	12%
			support services?	Dissatisfied	25	17%	31	19%	16	10%	30	20%	31	25%	29	16%		18%	1426	16%
				Very dissatisfied	6	4%	10	6%	9	6%	15	10%	10	8%	9	5%		7%	795	9%
				Very satisfied	13	9%	17	11%	18	12%	20	13%	18	15%	33	19%		14%	1184	14%
0000	nature of work >		Research services - How satisfied are you	Satisfied	57	40%	64	41%	53	37%	52	35%	38	31%	72	41%		37%	2644	32%
Q33B	research	research services	with the quality of these support services?	Neither satisfied nor dissatisfied	37	26%	47	30%	32	22%	35	24%	32	26%	37	21%		24%	1892	23%
				Dissatisfied	27	19%	23	15%	31	22%	22	15%	21	17%	23	13%		16%	1692	21%
				Very dissatisfied	8	6%	5	3%	10	7%	19	13%	13	11%	11	6%		8%	825	10%
				Very satisfied	11	8%	21	13%	20	15%	21	15%	23	19%	35	20%		16%	1582	19%
0000	nature of work >		Teaching services - How satisfied are you	Satisfied	71	54%	69	44%	68	50%	58	42%	39	33%	74	42%		42%	3286	40%
Q33C	teaching	teaching services	with the quality of these support services?	Neither satisfied nor dissatisfied	32	24%	46	30%	36	26%	33	24%	34	29%	49	28%		27%	2035	25%
				Dissatisfied	14	11%	15	10%	10	7%	17	12%	14	12%	12	7%		9%	911	11%
				Very dissatisfied	3	3%	5	3%	3	2%	9	6%	9	8%	8	4%		5%	349	4%
				Very satisfied	27	19%	34	21%	16	10%	33	22%	28	22%	33	18%		19%	1870	22%
	nature of work	computing	Computing services - How satisfied are	Satisfied	73	50%	68	42%	71	47%	64	42%	51	41%	72	40%		43%	3274	38%
Q33D	overall	services	you with the quality of these support	Neither satisfied nor dissatisfied	20	14%	39	24%	39	26%	23	15%	26	20%	40	22%		22%	1603	19%
			services?	Dissatisfied	20	14%	13	8%	17	11%	20	13%	13	10%	23	13%		11%	1245	15%
				Very dissatisfied	5	3%	6	4%	8	5%	11	7%	8	6%	12	6%		6%	590	7%
			Formal mentoring program for junior	Very important	26	18%	25	16%	32	21%	48	32%	61	48%	40	22%		27%	2612	30%
0044	policy/practice >	formal a state	faculty - Please rate how important or	Important	79	54%	75	48%	73	47%	69	45%	40	32%	69	38%		42%	3496	40%
Q34A1	importance >	formal mentoring	unimportant you think each would be to	Neither important nor unimportant	29	20%	33	21%	29	19%	20	13%	16	12%	54	30%		20%	1522	18%
	climate/culture		your success.	Unimportant	8	5%	16	10%	11	7%	9	6%	10	7%	11	6%		7%	735	8%
				Very unimportant	4	3%	7	5%	10	6%	5	4%	1	1%	7	4%		4%	318	4%
				Very important	58	39%	55	35%	57	37%	67	44%	56	44%	65	36%		39%	4065	47%
	policy/practice >	informal	Informal mentoring - Please rate how	Important	73	49%	83	53%	73	47%	69	45%	55	43%	90	49%		48%	3515	41%
Q34A2		mentoring	important or unimportant you think each	Neither important nor unimportant	15	10%	17	11%	19	12%	10	6%	10	7%	22	12%		10%	738	9%
	climate/culture		would be to your success.	Unimportant	2	1%	1	1%	4	2%	7	4%	5	4%	4	2%		3%	235	3%
				Very unimportant	0	0%	1	1%	3	2%	1	1%	2	2%	1	0%	8	1%	105	1%



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					Your inst		Peer		Pee		Pee		Peer		Peer		All selecte			
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			Periodic, formal performance reviews for	Very important	34	23%	44	28%	59	38%	81	52%	64	50%	58	32%	305	39%	3337	39%
00110	policy/practice >	periodic, formal	junior faculty - Pease rate how important or	Important	92	62%	88	57%	82	52%	64 7	41%	52	41%	95	53%	381	49%	4106	47%
Q34A3	importance > tenure	performance reviews	unimportant you think each would be to	Neither important nor unimportant	19	13%	17	11%	12	8%		5%	9	7%	17	9%		8%	822	10%
	tenure	reviews	your success.	Unimportant	2	1% 1%	6	4%	0	0%	2	1%	3	2%	10	5%		3%	293	3%
				Very unimportant	1	1 70	1	1%	3	2%	0	0%	0	0%	1	0%		1%	89	1%
			Written summary of periodic performance	Very important	29	19%	40	26%	55	35% 53%	72	47%	61	47% 41%	41	23%	269	35%	3061	36% 47%
Q34A4	policy/practice >	written summary	reviews for junior faculty - Please rate how	Important	92	63%	87	56%	83		61	40%	52	, .	100	56%		50%	4040	
Q34A4	importance > tenure	of performance reviews	important or unimportant you think each	Neither important nor unimportant	20 4	14%	18	12%	14 0	9%	19	12%	10	7%	27	15%		11%	1082	13%
	teriare	Teviews	would be to your success.	Unimportant	2	2% 1%	6 4	4% 2%	4	0% 3%	1	1% 1%	5 0	4% 0%	7	4% 2%		2% 1%	320 117	4% 1%
				Very unimportant																40%
			Professional assistance in obtaining	Very important	47 76	32% 52%	59 68	38% 44%	65 60	42% 39%	61 53	40% 34%	62 42	50% 34%	65 82	36% 46%	313 304	41% 40%	3454 3217	37%
Q34A5	policy/practice > importance >	professional assistance in	externally funded grants - Please rate how	Important	14		23	44% 15%						34% 11%		10%				15%
Q34A3	research	obtaining grants	important or unimportant you think each	Neither important nor unimportant Unimportant	7	9% 5%	23 5	3%	20 6	13% 4%	23 14	15% 9%	13 7	6%	18 10	6%		13% 6%	1262 464	5%
	researon	obtaining grants	would be to your success.	•	1	1%	0	3% 0%	4	4% 3%	3	9% 2%	0	0%	10	2%	10	1%	195	2%
				Very unimportant	18	12%	16	11%	20	13%	27	18%	31	25%	23	13%	117	15%	1608	19%
		professional	Professional assistance for improving	Very important		54%	71			52%	74	49%		44%	23 78	44%		47%	3943	46%
Q34A6	policy/practice > importance >	assistance for	teaching - Please rate how important or	Important	79	21%	45	46% 29%	80 31	52% 20%	74 26	49% 17%	56	44% 22%	78 42	24%		22%	3943 1912	46% 22%
Q34A0	teaching	improving	unimportant you think each would be to	Neither important nor unimportant	30 15	10%	45 18	12%	16	11%	23	15%	28 9	22% 7%	30	17%		13%	926	11%
	todoming	teaching	your success.	Unimportant	15 4	3%	10	2%	6	4%	23 3	2%	2	7% 2%	30 6	3%		3%	239	3%
				Very unimportant	73	50%	74	47%	75	48%	89	58%	79	62%	79	44%		51%	5192	60%
			Travel funds to present papers or conduct	Very important				,.		48% 44%		34%				44% 47%				33%
02447	policy/practice >	traval funda	research - Please rate how important or	Important	64	44%	69	44%	69	,0	52	0.70	42	33%	85			41%	2858	
Q34A7	importance > research	travel funds	unimportant you think each would be to	Neither important nor unimportant	7	5% 2%	12 1	8%	8	5% 0%	7 5	5% 3%	5 1	4% 1%	12 3	6%		6% 1%	416 147	5%
	research		your success.	Unimportant	Ŭ	_,	•	1%	•	- , -	5	-,-		. , 0	•	2%		. , .		2%
				Very unimportant	0	0%	0	0%	4	2%	- 1	1%	0	0% 44%	2	1%		1%	58	1%
			Paid or unpaid research leave during the	Very important	52	36%	55	36%	44	28%	58	38%	56	,0	77	43%		38%	4106	48%
00440	policy/practice >	paid/unpaid	pre-tenure period - Please rate how	Important	63	44%	68	44%	64	42%	46	30%	38	30%	62	35%		36%	2666	31%
Q34A8	importance > research	research leave	important or unimportant you think each	Neither important nor unimportant	22 6	15% 4%	21	14% 7%	37 5	24% 3%	36 11	23% 7%	18 11	14% 8%	33 7	19% 4%		19% 6%	1346 316	16% 4%
	research		would be to your success.	Unimportant			11				11									
				Very unimportant	0	0%	0	0%	5	3%	1	1%	4	3%	0	0%		1%	135	2%
			Paid or unpaid personal leave during the	Very important	36	25%	31	21%	28	18%	42	28%	28	22%	32	19%		21%	2159	25%
Q34A9	policy/practice >	paid/unpaid	pre-tenure period - Very important- Please	Important	60 27	42% 19%	54 51	36% 34%	47 66	30% 43%	42 48	28% 32%	39 42	31% 34%	61 60	35% 35%		32% 36%	2767 2628	33% 31%
Q34A9	importance > work/home	personal leave	rate how important or unimportant you	Neither important nor unimportant	16			34% 9%	9	43% 6%	48 14	32% 9%	42 9	34% 7%	16	35% 9%		36% 8%	2628 672	31% 8%
	WOHOTHOLIC		think each would be to your success.	Unimportant Very unimportant	4	11% 3%	14 1	9% 1%	5	3%	4	3%	8	7% 7%	3	2%		3%	278	3%
				<u> </u>	45	31%	52	33%	58	37%	66	43%	59	46%	68	39%	303	39%	3821	44%
	naliau/araatiaa	upper limit on	An upper limit on committee assignments	Very important Important	75	52%	82	52%	74	48%	65	43%	59 51	40%	89	51%		47%	3575	44%
Q34A1	policy/practice > importance >	committee	for tenure-track faculty - Please rate how	Neither important nor unimportant	22	15%	16	10%	16	10%	18	12%	15	12%	13	8%		10%	961	11%
0	tenure	assignments	important or unimportant you think each	Unimportant	3	2%	6	4%	4	3%	3	2%	2	2%	5	3%		3%	196	2%
		g	would be to your success.	Very unimportant	0	0%	0	0%	4	2%	1	1%	0	0%	1	1%		1%	57	1%
				Very important	74	50%	68	43%	83	54%	93	61%	82	64%	89	50%	416	54%	5174	60%
	nolicy/proctice >	upper limit on	An upper limit on teaching obligations -	Important	63	43%	76	48%	64	41%	47	31%	36	28%	81	46%		39%	2951	34%
Q34A1	policy/practice > importance >	teaching		Neither important nor unimportant	8	6%	9	6%	5	3%	8	5%	9	7%	5	3%		5%	381	4%
1	teaching	obligations	you think each would be to your success.	Unimportant	1	1%	5	3%	3	2%	2	2%	1	1%	1	1%		2%	76	1%
		g	,	Very unimportant	0	0%	0	0%	0	0%	2	1%	0	0%	1	0%		0%	32	0%
				Very important	30	21%	36	23%	37	24%	43	28%	42	34%	40	23%	198	26%	2517	29%
	policy/practice >	peer reviews of	Peer reviews of teaching or	Important	94	65%	82	52%	86	55%	80	53%	66	53%	101	58%		54%	4354	51%
Q34A1	importance >	teaching or	research/creative work - Please rate how	Neither important nor unimportant	18	12%	28	18%	21	14%	23	15%	9	7%	24	14%		14%	1217	14%
2	climate/culture	research	important or unimportant you think each	Unimportant	3	2%	7	5%	8	5%	5	3%	7	6%	8	4%		5%	386	4%
			would be to your success.	Very unimportant	0	0%	2	1%	4	3%	1	1%	1	1%	1	1%		1%	110	1%
				Very important	39	27%	35	23%	49	32%	53	35%	39	32%	51	30%		30%	2714	32%
	policy/practice :		Childcare - Please rate how important or	Important	40	28%	43	28%	36	24%	34	22%	23	18%	46	27%		24%	1932	23%
Q34A1	policy/practice > importance >	childcare	unimportant you think each would be to	Neither important nor unimportant	40	28%	37	24%	35	23%	35	23%	30	24%	34	20%	170	23%	1895	23%
3	work/home	crilideare	your success.	Unimportant	11	8%	19	12%	13	9%	6	4%	5	4%	20	12%		8%	699	8%
			,	Very unimportant	13	9%	18	12%	20	13%	23	15%	27	22%	20	12%		14%	1146	14%
				Very important	9	6%	15	10%	11	7%	18	12%	11	9%	18	11%	74	10%	1612	19%
	policy/prostice	financial	Financial assistance with housing - Please	Important	40	28%	31	20%	28	18%	27	18%	20	16%	27	15%		18%	1936	23%
Q34A1	policy/practice > importance >	assistance with	rate how important or unimportant you	Neither important nor unimportant	55	38%	59	39%	26 58	38%	53	35%	40	33%	59	34%		36%	2570	30%
4	compensation	housing	think each would be to your success.	Unimportant	25	17%	28	19%	32	21%	26	17%	17	33% 14%	40	23%		19%	1246	15%
	poout.011		222	Very unimportant	16	11%	20	13%	23	15%	28	19%	34	28%	29	23% 17%		18%	1129	13%
						32%	47	31%	44	29%	63	41%	34	31%	59	34%		34%	3156	37%
			Stop-the-clock for parental or other family	Very important	46															
Q34A1	policy/practice >	oton the elect-	reasons - Please rate how important or	Important	65	45%	65	43%	55	36%	39	25%	38	31%	61	35%		34%	2790	33%
5	importance > work/home	stop-the-clock	unimportant you think each would be to	Neither important nor unimportant	22	15%	24 7	16%	33	22%	25	16%	29	23%	31	18%		19%	1566	19%
	WOLKLIGHTE		your success.	Unimportant	8	6%	7	5%	9	6%	11	7%	5	4%	9	5%		6%	400	5%
				Very unimportant	4	3%		5%	11	7%	15	10%	12	10%	13	7%	58	8%	545	6%



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item	theme	name	description	response scale	Your inst Count	%	Peer Count	%	Count	%	Peer Count	%	Peer Count	%	Peer Count	%	All selecte Count	%	All compa	% %
item	tneme	name	description	Very important	40	28%	52	35%	50	33%	58	39%	31	25%	76	44%	268	36%	2622	31%
			Constitution bising and the Blanch	Important	37	26%	41	27%	38	25%	34	22%	36	29%	44	25%	193	26%	2022	279
Q34A1	policy/practice > importance >	spousal/partner	Spousal/partner hiring program - Please rate how important or unimportant you	Neither important nor unimportant	40	28%	30	20%	36	23%	32	21%	26	21%	21	12%	145	19%	1908	239
6	work/home	hiring program	think each would be to your success.		12	9%	18	12%	14	23% 9%	32 9	6%	26 6	5%	18	10%	65	9%	703	23
	WOHOTHOTHE		think edon would be to your success.	Unimportant Very unimportant	13	9%	10	7%	15	10%	18	12%	25	20%	15	8%	83	11%	933	119
					13	0 70	N/A	N/A						20% N/A	N/A			N/A	343	11'
	P. 1		FII. BI	Very important		8%			N/A	N/A	N/A	N/A	N/A			N/A	N/A			
Q34A1	policy/practice >	aldar aara	Elder care - Please rate how important or	Important	42	30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	734	23 38
7	importance > work/home	elder care	unimportant you think each would be to your success.	Neither important nor unimportant	53	37%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1203	
	work/nome		your success.	Unimportant	17	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	515	16
				Very unimportant	18	13%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	405	13
				Very important	51	36%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1065	33
Q34A1	policy/practice >		Tuition waivers for dependent or spouse -	Important	51	35%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1083	33
8	importance >	tuition waivers	Please rate how important or unimportant	Neither important nor unimportant	28	20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	654	20
	compensation		you think each would be to your success.	Unimportant	7	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	213	7
				Very unimportant	6	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	231	7
			Modified duties for parental or other family	Very important	34	24%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	737	23
Q34A1	policy/practice >		reasons - Please rate how important or	Important	61	43%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1332	42
9	importance >	modified duties	unimportant you think each would be to	Neither important nor unimportant	38	26%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	775	24
-	work/home		your success.	Unimportant	5	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	191	6
			·	Very unimportant	5	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	168	5
				Very important	10	7%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	234	7
Q34A2	policy/practice >	part-time tenure-	Part-time tenure-track position - Please	Important	22	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	509	16
Q34A2 0	importance >	track position	rate how important or unimportant you	Neither important nor unimportant	65	45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1352	43
U	work/home	track position	think each would be to your success.	Unimportant	27	18%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	554	18
				Very unimportant	21	14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	495	16
				Very effective	3	3%	7	7%	3	2%	7	7%	14	12%	6	5%	37	7%	570	9
	policy/practice >		Formal mentoring program for junior	Effective	34	34%	38	42%	30	27%	38	35%	43	36%	35	28%	184	33%	1916	29
Q34B1	effectiveness >	formal mentoring	faculty - How effective or ineffective for you	Neither effective nor ineffective	35	35%	25	27%	37	33%	24	22%	20	17%	46	37%	151	27%	1605	24
	climate/culture	_	have been the following at your institution?	Ineffective	18	18%	13	14%	27	25%	30	28%	25	21%	23	19%	118	21%	1390	21
				Very ineffective	11	10%	9	10%	14	12%	9	8%	17	14%	15	12%	63	11%	1113	17
				Very effective	14	11%	15	11%	18	13%	21	15%	14	12%	22	13%	91	13%	1381	17
	policy/practice >		Informal mentoring - How effective or	Effective	63	48%	64	46%	54	39%	62	45%	53	45%	75	45%	309	44%	3145	40
Q34B2		informal	ineffective for you have been the following	Neither effective nor ineffective	32	25%	36	26%	38	27%	34	25%	22	19%	38	23%	169	24%	1717	22
	climate/culture	mentoring	at your institution?	Ineffective	14	11%	11	8%	19	13%	13	9%	16	13%	18	11%	77	11%	1005	13
			•	Very ineffective	6	5%	11	8%	11	8%	8	6%	14	12%	14	8%	58	8%	652	8
				Very effective	17	12%	13	9%	24	16%	30	22%	29	24%	21	13%	118	16%	1227	15
	policy/practice >	periodic, formal	Periodic, formal performance reviews for	Effective	70	49%	68	46%	75	50%	64	46%	51	41%	77	47%	335	46%	3461	43
O34B3	effectiveness >	performance	junior faculty - How effective or ineffective	Neither effective nor ineffective	29	20%	35	24%	31	21%	24	17%	21	17%	35	21%	146	20%	1626	20
QO-DO	tenure	reviews	for you have been the following at your	Ineffective	21	15%	18	12%	15	10%	16	11%	15	12%	21	13%	84	11%	1020	149
	toriare	10110110	institution?	Very ineffective	5	3%	14	9%	5	3%	5	4%	9	7%	12	7%	44	6%	611	89
					10	8%	13	9%	22	15%		17%	27	22%	18	13%	102	15%	1052	149
	r /	***	Written summary of periodic performance	Very effective Effective	57	46%	61	43%	69	47%	22 61	46%	50	41%	56	40%	297	43%	3124	41
Q34B4	policy/practice > effectiveness >		reviews for junior faculty - How effective or																	
Q34D4	tenure	of performance reviews	ineffective for you have been the following	Neither effective nor ineffective	37	30%	35	24%	33	22%	35	26%	19	16%	37	26%	158	23%	1716	23
	tenure	reviews	at your institution?	Ineffective	12 7	10%	22	15%	18 6	12%	8 6	6%	14 13	11%	22 9	16%	83	12%	1033	149
				Very ineffective		6%	12	9%		4%		5%		10%		6%	46	7%	662	9'
			Professional assistance in obtaining	Very effective	10	9%	12	9%	9	6%	7	6%	11	10%	9	6%	48	7%	484	7
00.455	policy/practice >	professional	externally funded grants - How effective or	Effective	21	17%	44	32%	37	28%	29	23%	27	24%	36	26%	173	27%	1633	23
Q34B5	effectiveness >	assistance in	ineffective for you have been the following	Neither effective nor ineffective	37	30%	42	30%	38	28%	36	29%	25	23%	40	29%	181	28%	1910	27
	research	obtaining grants	at your institution?	Ineffective	37	30%	32	23%	29	21%	34	27%	24	22%	25	18%	144	22%	1564	22
				Very ineffective	18	14%	9	7%	22	16%	19	15%	24	21%	30	22%	105	16%	1368	20
		professional	Drefessional assistance for improving	Very effective	7	6%	9	7%	20	15%	15	12%	5	5%	22	14%	71	11%	819	12
	policy/practice >	professional assistance for	Professional assistance for improving teaching - How effective or ineffective for	Effective	48	40%	46	39%	72	53%	58	46%	30	28%	61	40%	267	42%	2580	37
Q34B6	effectiveness >	improving	you have been the following at your	Neither effective nor ineffective	46	39%	42	36%	35	26%	35	28%	37	35%	49	32%	198	31%	2304	33
	teaching	teaching	institution?	Ineffective	12	10%	15	13%	6	5%	14	11%	17	16%	15	10%	67	10%	868	12
				Very ineffective	7	6%	6	5%	2	1%	4	3%	17	16%	8	5%	37	6%	444	6
			Tourist founds to account	Very effective	12	10%	15	10%	13	9%	15	11%	34	28%	33	20%	109	15%	1440	18
	policy/practice >		Travel funds to present papers or conduct	Effective	35	28%	41	28%	66	47%	51	37%	48	40%	57	35%	263	37%	2897	36
Q34B7	effectiveness >	travel funds	research - How effective or ineffective for you have been the following at your	Neither effective nor ineffective	26	21%	37	25%	33	23%	26	19%	12	10%	26	16%	134	19%	1303	16
	research		institution?	Ineffective	24	19%	29	20%	18	12%	33	24%	16	13%	29	18%	125	18%	1362	17
			monduon:	Very ineffective	28	22%	25	17%	13	9%	11	8%	11	9%	17	10%	78	11%	962	12
				Very effective	7	9%	8	9%	6	8%	12	17%	14	17%	18	16%	58	13%	882	17
	policy/practice >		Paid or unpaid research leave during the	Effective	24	32%	30	33%	16	21%	19	28%	18	23%	41	35%	125	29%	1281	25
Q34B8	effectiveness >	paid/unpaid	pre-tenure period - How effective or	Neither effective nor ineffective	24	32%	27	29%	26	34%	16	24%	13	17%	32	27%	114	26%	1324	26
	research	research leave	ineffective for you have been the following	Ineffective	11	15%	15	16%	18	23%	14	20%	19	23%	17	14%	82	19%	795	15
			at your institution?	Very ineffective	9	12%	11	12%	11	15%	7	11%	16	20%	10	8%	55	13%	872	17
				. o. , monocuvo	3	12/0	- 11	12/0	- 11	10/0	,	1170	10	20 /0	10	0 /0	55	10/0	012	- 17



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item	theme	name	description	response scale	Your inst	%	Peer Count	%	Peer	%	Peer	%	Peer Count		Peer Count	%	All selecte Count	%	Count	%
			·	Very effective	9	12%	10	12%	6	8%	13	19%	7	10%	7	8%	43	11%	523	12
	policy/practice >	paid/unpaid	Paid or unpaid personal leave during the pre-tenure period - How effective or	Effective	30	38%	26	31%	17	24%	30	42%	15	22%	33	37%	121	32%	1140	26
Q34B9	effectiveness >	personal leave	ineffective for you have been the following	Neither effective nor ineffective	29	37%	35	43%	37	52%	18	25%	25	37%	40	45%	155	41%	1777	41
	work/home	porconarioavo	at your institution?	Ineffective	6	8%	7	8%	6	8%	6	9%	7	11%	5	6%	32	8%	412	10
			<u> </u>	Very ineffective	4	5%	5	6%	6	8%	4	5%	14	20%	4	4%	31	8%	468	1
			An upper limit on committee assignments	Very effective	13	14%	13	11%	20	17%	12	11%	15	15%	23	16%	83	14%	866	14
Q34B1	policy/practice >	upper limit on	for tenure-track faculty - How effective or	Effective	36	37%	42	36%	52	44%	40	37%	39	39%	52	36%	225	38%	1888	3
0	effectiveness > tenure	committee assignments	ineffective for you have been the following	Neither effective nor ineffective	24	25%	32	27%	18	15%	28	27%	13	14%	28	19%	120	20%	1402	2
	tenure	assignments	at your institution?	Ineffective	17 6	18% 7%	19 11	16% 9%	19 8	17% 7%	15 12	14%	17 15	17%	23	16%	93	16% 11%	1092 946	1
				Very ineffective	20	17%	20	17%	17	13%	31	12% 27%		15% 22%	19 33	13% 21%	65 127	20%	1535	2
	policy/practice >	upper limit on	An upper limit on teaching obligations -	Very effective Effective	62	51%	57	47%	55	42%	48	41%	25 47	41%	80	50%	287	45%	2801	3
Q34B1	effectiveness >	teaching	How effective or ineffective for you have	Neither effective nor ineffective	24	19%	21	17%	26	20%	14	12%	21	18%	21	13%	102	16%	1347	1
1	teaching	obligations	been the following at your institution?	Ineffective	12	10%	15	12%	24	18%	17	15%	9	8%	18	11%	83	13%	1077	1
	ŭ	Ü	5	Very ineffective	3	3%	.0	7%	- 8	6%	6	6%	12	11%	7	4%	42	7%	687	
				Very effective	7	5%	7	6%	3	2%	8	6%	9	8%	10	7%	37	6%	564	
	policy/practice >	peer reviews of	Peer reviews of teaching or	Effective	52	39%	41	33%	41	35%	54	43%	40	35%	48	35%	224	36%	2320	3
Q34B1 2	effectiveness >	teaching or	research/creative work - How effective or	Neither effective nor ineffective	39	29%	48	39%	41	35%	35	28%	26	23%	38	28%	188	30%	2011	3
2	climate/culture	research	ineffective for you have been the following at your institution?	Ineffective	27	20%	15	12%	15	13%	24	19%	24	21%	31	23%	110	18%	1221	1
			at your montunorn:	Very ineffective	9	7%	11	9%	17	14%	5	4%	16	14%	9	7%	59	10%	686	1
				Very effective	2	3%	1	2%	0	0%	4	6%	2	5%	4	7%	11	4%	212	
Q34B1	policy/practice >		Childcare - How effective or ineffective for	Effective	5	9%	6	12%	2	5%	7	12%	8	18%	12	21%	36	14%	476	1
યગ્4B1 3	effectiveness >	childcare	you have been the following at your	Neither effective nor ineffective	16	29%	14	27%	9	23%	15	25%	13	28%	17	30%	69	27%	1149	3
3	work/home		institution?	Ineffective	12	21%	16	31%	13	32%	17	27%	7	15%	13	24%	66	26%	633	1
				Very ineffective	20	37%	15	28%	16	40%	19	30%	16	34%	9	17%	75	29%	984	2
				Very effective	0	0%	2	7%	0	0%	3	8%	1	4%	0	0%	6	4%	176	
Q34B1	policy/practice >	financial	Financial assistance with housing - How	Effective	2	8%	2	6%	0	0%	1	3%	0	0%	3	9%	6	4%	287	1
4	effectiveness >	assistance with	effective or ineffective for you have been	Neither effective nor ineffective	8	33%	13	37%	14	62%	13	39%	16	58%	20	63%	77	51%	1010	3
	compensation	housing	the following at your institution?	Ineffective	6	24%	2	6%	4	18%	4	12%	1	4%	5	16%	17	11%	460	1
				Very ineffective	9	35%	16	45%	5	20%	13	37%	9	34%	4	13%	46	31%	976	3
			Stop-the-clock for parental or other family	Very effective	14	21%	22	27%	4	8%	27	29%	6	13%	39	34%	98	25%	730	2
Q34B1	policy/practice >	atan tha alask	reasons - How effective or ineffective for	Effective	28	42%	38	47%	17	35%	44	46%	10	21%	55	48%	164	43%	1189	3
5	effectiveness > work/home	stop-the-clock	you have been the following at your	Neither effective nor ineffective Ineffective	16 8	23% 12%	8 6	10% 8%	19 7	39% 15%	21 2	22% 2%	17 3	38% 6%	18 1	16% 1%	84 19	22% 5%	1129 303	3
	Wondhome		institution?		0	2%	7	9%	1	2%	1	2% 1%	10	22%	1	1%	20	5% 5%	357	1
				Very ineffective Very effective	3	5%	9	10%	4	4%	13	15%	5	8%	35	28%	66	15%	387	1
	policy/practice >		Spousal/partner hiring program - How	Effective	12	19%	24	29%	20	23%	12	14%	16	28%	40	32%	113	25%	744	1
Q34B1	effectiveness >	spousal/partner	effective or ineffective for you have been	Neither effective nor ineffective	20	32%	25	29%	26	30%	12	14%	19	31%	18	14%	99	22%	1127	2
6	work/home	hiring program	the following at your institution?	Ineffective	11	17%	10	12%	18	21%	22	25%	9	15%	18	14%	76	17%	678	1
				Very ineffective	17	26%	18	21%	18	21%	27	32%	11	18%	17	13%	90	20%	1015	2
				Very effective	1	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12	
00454	policy/practice >		Elder care - How effective or ineffective for	Effective	2	10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	45	
Q34B1	effectiveness >	elder care	you have been the following at your	Neither effective nor ineffective	10	61%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	323	6
'	work/home		institution?	Ineffective	1	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	56	1
				Very ineffective	3	16%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	58	1
				Very effective	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	131	
O34B1	policy/practice >		Tuition waivers - How effective or	Effective	4	11%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	444	3
8	effectiveness >	tuition waivers	ineffective for you have been the following	Neither effective nor ineffective	6	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	296	2
-	compensation		at your institution?	Ineffective	4	13%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	243	1
				Very ineffective	20	59%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	331	2
		modified duties	Modified duties for parental or other family	Very effective	2	6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	91	_
Q34B1	policy/practice >	for parental or	reasons - How effective or ineffective for	Effective	13	34%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	295	2
9	effectiveness >	other family	you have been the following at your	Neither effective nor ineffective	11	29%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	385	3
	work/home	reasons	institution?	Ineffective	8	20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	190	1
				Very ineffective	5	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	155	1
			B	Very effective	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12	
Q34B2	policy/practice >	part-time tenure-	Part-time tenure-track position - How	Effective	1	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	67	1
0	effectiveness > work/home	track position	effective or ineffective for you have been the following at your institution?	Neither effective nor ineffective	13	73%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	318	
	WOIN/HOITIE		and ronowing at your institution:	Ineffective	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	59	
				Very ineffective	4	22%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	66	
		institution makes	My institution does what it can to make	Strongly agree	13	12%	16	15%	8	8%	13	13%	6	8%	32	26%	76	15%	724	1
Q35A	policy/practice >	having children	naving children and the tenure-track	Somewhat agree	43	40%	44	42%	23	23%	38	36%	13	17%	50	40%	168	33%	1659	2
Accs	work/home	and tenure-track	compatible - Please indicate your level of agreement or disagreement with the	Neither agree nor disagree	16	15%	21	20%	27	28%	21	20%	18	23%	17	13%	104	20%	1210	2
		compatible	following statements:	Somewhat disagree	28	26%	14 9	14%	20	20%	21	20%	18	23%	19 7	15%	93	18%	1207	2
				Strongly disagree	9	8%	9	8%	21	21%	11	11%	23	29%	/	5%	70	14%	952	



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					Your inst	itution	Peer		Pee		Peer		Peer		Peer		All select			
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
		institution makes	My institution does what it can to make	Strongly agree	7	6%	13	12%	7	7%	6	6%	5	7%	25	20%	57	11%	511	9%
	policy/practice >		raising children and the tenure-track	Somewhat agree	38	36%	37	35%	20	19%	34	32%	16	19%	43	34%	150	29%	1472	25%
Q35B	work/home	and tenure-track	compatible - Please indicate your level of	Neither agree nor disagree	24	23%	22	21%	27	27%	21	20%	23	28%	23	18%		22%	1422	24%
		compatible	agreement or disagreement with the	Somewhat disagree	27	26%	23	22%	26	25%	29	28%	17	21%	26	20%		23%	1440	25%
			following statements:	Strongly disagree	10	9%	11	11%	22	22%	16	15%	22	26%	9	7%		15%	1022	17%
		colleagues make	My departmental colleagues do what they	Strongly agree	33	30%	36	32%	24	23%	17	18%	17	20%	37	29%		25%	1544	26%
	policy/practice >		can to make having children and the	Somewhat agree	36	32%	39	34%	37	35%	33	35%	30	36%	47	36%		35%	1924	329
Q35C	work/home	and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	23	21%	20	18%	31	30%	24	24%	20	24%	20	16%		22%	1317	229
		compatible	your level of agreement or disagreement	Somewhat disagree	13	12%	11	10%	7	6%	9	10%	7	9%	17	13%		10%	702	129
			with the following statements:	Strongly disagree	6	6%	7	7%	6	6%	12	13%	10	12%	9	7%		8%	515	9%
		colleagues make	My departmental colleagues do what they	Strongly agree	35	31%	34	30%	27	24%	16	16%	17	20%	32	25%	126	23%	1483	24%
	policy/practice >		can to make raising children and the	Somewhat agree	35	32%	38	34%	39	36%	33	33%	29	33%	50	38%		35%	1965	329
Q35D	work/home	and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	26	23%	19	17%	31	29%	26	26%	22	25%	22	17%		22%	1370	229
		compatible	your level of agreement or disagreement	Somewhat disagree	10	9%	16	14%	7	6%	12	12%	11	12%	19	15%		12%	791	139
			with the following statements:	Strongly disagree	5	4%	6	5%	6	5%	13	13%	9	10%	8	6%		8%	522	99
		colleagues are	My colleggues are respectful of my efforts	Strongly agree	57	44%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1383	359
	policy/practice >		My colleagues are respectful of my efforts to balance work and home responsibilities -	Somewhat agree	32	25%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	1235	329
Q35E	work/home		Please indicate your level of agreement	Neither agree nor disagree	24	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	682	179
		work/home	with the following statements:	Somewhat disagree	13	10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	375	109
			<u>-</u>	Strongly disagree	2	2%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	227	69
				Very satisfied	14	10%	13	8%	15	10%	25	17%	11	9%	26	15%		12%	1111	139
	policy/practice >		How satisfied or dissatisfied are you with	Satisfied	69	48%	67	43%	62	41%	65	43%	36	29%	68	40%		40%	3209	389
Q36	compensation	compensation	your compensation (that is, your salary and	Neither satisfied nor dissatisfied	25	18%	27	17%	26	17%	18	12%	11	9%	24	14%		14%	1164	149
			benefits)?	Dissatisfied	26	18%	39	25%	39	26%	30	20%	36	29%	35	21%		24%	2063	249
				Very dissatisfied	9	6%	10	6%	9	6%	13	8%	29	24%	16	10%		10%	967	119
		ability to balance		Very satisfied	10	7%	9	6%	10	6%	5	3%	10	8%	12	7%		6%	643	89
	policy/practice >	ability to balance between	How satisfied or dissatisfied are you with	Satisfied	48	33%	55	36%	57	37%	46	31%	39	32%	51	30%		33%	2673	319
Q37	work/home	professional and	the balance between professional time and	Neither satisfied nor dissatisfied	33	23%	35	23%	37	24%	27	18%	21	17%	41	24%	161	21%	1499	189
	WOHOTHOTHE	personal time	personal or family time?	Dissatisfied	41	29%	37	24%	38	25%	36	24%	28	23%	44	26%		25%	2477	299
		F		Very dissatisfied	10	7%	16	11%	12	8%	36	24%	24	20%	21	12%	109	15%	1226	149
		f-i	The fairness with which your immediate	Very satisfied	58	44%	59	39%	55	37%	65	46%	60	49%	45	29%	284	39%	3280	429
	climate, culture,	fairness of immediate	supervisor evaluates your work - Please	Satisfied	52	39%	62	41%	63	42%	53	37%	33	27%	75	49%	285	40%	2657	349
Q38A	collegiality	supervisor's	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	13	10%	11	7%	18	12%	10	7%	11	9%	14	9%	64	9%	814	109
	conoglanty	evaluations		Dissatisfied	10	7%	16	10%	10	7%	6	5%	11	9%	14	9%	58	8%	675	99
			your workplace:	Very dissatisfied	1	1%	5	3%	4	3%	7	5%	7	6%	5	3%	28	4%	445	69
		interest tenured	The interest tenured faculty take in your	Very satisfied	32	23%	37	24%	31	21%	49	33%	36	29%	38	23%	190	26%	2145	25%
	climate, culture,	interest tenured faculty take in	professional development - Please indicate	Satisfied	52	37%	56	36%	52	35%	50	34%	31	25%	56	34%	245	33%	2734	329
Q38B	collegiality	your professiona		Neither satisfied nor dissatisfied	27	19%	27	18%	34	23%	14	9%	21	17%	35	21%	131	18%	1418	179
	conoglanty	development	with the following aspects of your	Dissatisfied	24	17%	21	14%	25	17%	16	11%	18	15%	23	14%		14%	1293	159
		<u> </u>	workplace:	Very dissatisfied	8	5%	12	8%	8	5%	19	13%	18	15%	15	9%	72	10%	841	109
			V	Very satisfied	30	21%	44	29%	23	16%	31	22%	33	27%	36	22%	167	23%	1900	239
	olimata cultura	opportunities to	Your opportunities to collaborate with tenured faculty - Please indicate your level	Satisfied	57	40%	45	30%	47	31%	46	32%	29	24%	54	32%	221	30%	2324	29%
Q38C	climate, culture, collegiality	collaborate with	of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	24	17%	26	17%	37	25%	22	15%	27	22%	32	19%	144	20%	1631	20%
	concidenty	tenured faculty	following aspects of your workplace:	Dissatisfied	22	15%	24	16%	27	18%	27	19%	16	13%	23	14%		16%	1392	179
			3,	Very dissatisfied	8	6%	11	7%	14	10%	18	13%	17	14%	21	12%	81	11%	904	119
			The control for the income dependence to be a	Very satisfied	32	23%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	752	249
	olimata cultura	value faculty in		Satisfied	53	38%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1133	359
Q38D	climate, culture, collegiality	your department place on your	on your work - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	34	25%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	655	219
	collegiality	work	following aspects of your workplace:	Dissatisfied	12	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	401	139
			renewing appeals or your memplases.	Very dissatisfied	7	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	251	89
		amount of	The amount of professional interaction you	Very satisfied	34	23%	37	24%	32	21%	35	23%	31	25%	36	21%	171	23%	2075	259
	-1:	professional	have with tenuredcolleagues in your	Satisfied	59	41%	65	42%	50	33%	56	37%	38	31%	66	40%	275	37%	2762	339
Q39A	climate, culture,	interaction with		Neither satisfied nor dissatisfied	27	19%	21	14%	36	24%	24	16%	22	18%	23	14%	126	17%	1452	179
	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	18	12%	21	13%	24	16%	23	15%	13	10%	30	18%	111	15%	1371	169
		colleagues	following aspects of your workplace:	Very dissatisfied	6	4%	11	7%	7	5%	14	9%	20	16%	11	7%	64	9%	769	99
		amount of	The amount of personal interaction you	Very satisfied	31	21%	41	27%	34	23%	39	26%	36	30%	39	23%		26%	2253	279
	-UtIt	personal	have with tenured colleagues in your	Satisfied	47	33%	66	43%	67	44%	43	29%	31	26%	56	34%	264	36%	2985	369
Q39B	climate, culture,	interaction with		Neither satisfied nor dissatisfied	35	25%	29	19%	31	21%	35	23%	29	24%	41	25%		22%	1773	219
	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	22	16%	9	6%	13	8%	23	16%	11	9%	23	14%		11%	879	10
		colleagues	following aspects of your workplace:	Very dissatisfied	7	5%	8	5%	6	4%	9	6%	13	11%	7	4%		6%	486	6'
		amount of	The amount of professional interaction you	Very satisfied	39	28%	47	32%	41	28%	42	29%	43	36%	43	25%		30%	2531	319
	_	professional	have with pre-tenure colleagues in your	Satisfied	64	46%	64	43%	70	47%	57	39%	46	38%	70	42%		42%	3279	409
Q39C	climate, culture,	interaction with		Neither satisfied nor dissatisfied	24	18%	28	18%	28	19%	24	17%	17	14%	27	16%		17%	1381	179
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	9	6%	3	2%	9	6%	18	12%	7	6%	20	12%		8%	760	99
		colleagues	following aspects of your workplace:	Very dissatisfied	4	3%	8	5%	1	1%	4	2%	8	7%	7	4%		4%	298	49
		<u> </u>		· o. , alooutioned	-	370	U	J /0		1 /0	- 7	2/0	U	1 /0	- 1	7/0		7/0	230	/



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item	theme	name	description	response scale	Your inst	%	Peer Count	%	Pee	%	Peer	%	Peer		Peer Count	%	All selecte Count	%	Count	%
		amount of	The amount of personal interaction you	Very satisfied	39	28%	50	33%	53	36%	48	33%	49	41%	53	31%	253	35%	2869	35%
	alimata aultura	nersonal	have with pre-tenure colleagues in your	Satisfied	56	40%	62	42%	65	44%	50	34%	44	36%	67	40%	288	39%	3124	389
Q39D	climate, culture, collegiality	interaction with		Neither satisfied nor dissatisfied	28	20%	29	20%	19	13%	26	18%	21	17%	31	19%	126	17%	1420	179
	concegianty	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	15	10%	5	3%	10	6%	16	11%	3	2%	13	8%	47	6%	601	79
		colleagues	following aspects of your workplace:	Very dissatisfied	2	2%	4	2%	3	2%	4	3%	4	3%	4	2%	18	2%	222	39
			How well you fit (e.g., your sense of	Very satisfied	40	28%	50	32%	48	32%	47	31%	43	35%	48	28%	236	31%	2884	349
0.40	climate, culture,		belonging, your comfort level) in your	Satisfied	53	37%	54	35%	59	39%	50	32%	39	32%	61	36%	264	35%	2896	349
Q40	collegiality	how well you fit	department - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	27	19%	24	16%	20	13%	24	15%	17	14%	20	12%	105	14%	1115	139
			following aspects of your workplace:	Dissatisfied Very dissatisfied	16 5	12% 3%	12 15	8% 9%	16 9	11% 6%	19 14	13% 9%	13 11	10% 9%	21 18	13% 11%	82 66	11% 9%	978 609	12°
				· · · · · · · · · · · · · · · · · · ·	26	19%	31	20%	23	16%	33	22%	24	20%	52	31%	164	22%	2062	259
		intellectual vitality	The intellectual vitality of the tenured colleagues in your department - Please	Very satisfied Satisfied	57	41%	49	32%	52 52	35%	34	23%	35	29%	52 57	34%	227	31%	2664	32
Q41	climate, culture,	of tenured	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	28	20%	36	23%	36	24%	32	21%	30	25%	25	15%	158	21%	1398	17
	collegiality	colleagues		Dissatisfied	20	14%	26	17%	28	19%	35	23%	19	16%	22	13%	130	17%	1368	169
			your workplace:	Very dissatisfied	8	6%	12	8%	11	7%	16	10%	13	11%	11	6%	63	8%	905	119
				Very satisfied	46	33%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1050	339
	-litit	intellectual vitality	/ The installent of the first terms of the first te	Satisfied	68	49%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1340	439
Q41A	climate, culture, collegiality	of pre-tenure	The intellectual vitality of pre-tenure faculty in your department	Neither satisfied nor dissatisfied	20	14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	530	179
	collegiality	colleagues	in your department	Dissatisfied	3	2%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	148	5
				Very dissatisfied	3	2%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	68	2'
				Very satisfied	25	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	650	219
	climate, culture,	participation in		Satisfied	60	45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1238	419
Q41B	collegiality	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	40	30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	808	279
		institution	institution	Dissatisfied	4	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	221	79
				Very dissatisfied	3	2%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	128	49
				Very satisfied Satisfied	38 64	28% 46%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	867 1329	27°
Q41C	climate, culture,	participation in governance of	Opportunities for participation, appropriate to your rank, in the governance of your	Neither satisfied nor dissatisfied	26	19%	N/A N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A N/A	N/A	589	19
QTIO	collegiality	department	department	Dissatisfied	6	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	228	79
				Very dissatisfied	4	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	155	59
				Strongly agree	65	45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2093	469
		on the whole,	On the whole, my institution is collegial -	Somewhat agree	59	41%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1520	349
Q42	climate, culture,	institution is	Please indicate your level of agreement or disagreement with the following	Neither agree nor disagree	6	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	305	79
	collegiality	collegial	statements.	Somewhat disagree	12	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	381	89
			statements.	Strongly disagree	1	1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	216	59
				Very satisfied	45	32%	36	23%	51	33%	42	28%	40	32%	54	33%	223	30%	2730	329
	global	department as a	All things considered, how satisfied or	Satisfied	65	46%	78	51%	69	45%	75	50%	59	48%	72	43%	353	47%	3616	439
Q45A	satisfaction	place to work	dissatistied are you with your department	Neither satisfied nor dissatisfied	16	12%	15	10%	22	14%	11	8%	8	6%	14	8%	70	9%	879	109
			as a place to work?	Dissatisfied	13	9%	21	14%	8	5%	15	10%	9	7%	21	13%	74	10%	866	109
				Very dissatisfied	3	2%	4	2%	5	3%	7	5%	7	6%	6	3%	28	4%	396	59
				Very satisfied	24	17%	18	12%	27	18%	23	15%	15	12%	44	26%	127	17%	1576	199
Q45B	global	institution as a	All things considered, how satisfied or dissatisfied are you with your institution as	Satisfied	71	50%	80	52%	79	51%	67	44%	54	44%	84	50%	364	49%	4014	47°
Q45B	satisfaction	place to work	a place to work?	Neither satisfied nor dissatisfied Dissatisfied	32 15	22% 11%	34 16	22% 11%	31 15	20% 10%	26 29	17% 19%	22 17	18% 14%	15 18	9% 11%	128 95	17% 13%	1433 1080	139
			a place to work.	Very dissatisfied	15	1%	5	4%	2	10%	7	4%	15	12%	5	3%	34	5%	392	5'
				Chancellor	22	21%	28	31%	0	0%	0	0%	46	53%	28	25%	102	20%	556	99
				President	2	2%	6	7%	9	7%	33	33%	8	9%	9	8%	65	13%	1190	199
	global	chief academic	Who serves as the chief academic officer	Vice President for Academic Affairs	2	2%	2	2%	2	2%	6	6%	3	3%	7	7%	20	4%	442	79
Q46A	satisfaction	officer	at your institution?	Academic Dean	7	7%	10	11%	4	3%	2	2%	10	12%	8	7%	34	7%	775	129
				Provost	68	68%	44	49%	114	89%	59	59%	19	22%	58	53%	294	57%	3378	539
				Other	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	1	0%	77	19
			The common design of the commo	Strongly agree	14	19%	8	14%	30	27%	8	10%	14	22%	12	17%	73	19%	883	179
	alobal	CAO cares about	The person who serves as the chief	Somewhat agree	22	30%	17	29%	35	31%	28	35%	18	29%	22	30%	120	31%	1503	299
Q46B	global satisfaction	quality of life for	care about the quality of life for junior	Neither agree nor disagree	17	23%	14	25%	23	20%	15	19%	16	25%	20	27%	87	23%	1335	269
	Canoladion 1	pre-tenure faculty	faculty.	Somewhat disagree	15	21%	10	17%	20	18%	20	25%	9	15%	10	14%	69	18%	812	16
			<u> </u>	Strongly disagree	5	7%	9	15%	5	5%	8	11%	6	9%	9	12%	38	10%	633	12
		how long will		For the rest of my career	28	21%	15	11%	22	16%	14	11%	17	15%	16	10%	85	13%	1302	17
Q47	global	remain at	Assuming you achieve tenure, how long do		63	48%	63	45%	60	43%	63	50%	42	38%	62	39%	289	43%	3531	45
	satisfaction	institution	you plan to remain at your institution?	For no more than 5 years after earning		11%	26	19%	22	16%	18	14%	20	18%	32	20%	119	18%	1069	14
				I haven't thought that far ahead	27	20%	36	25%	37	26%	31	24%	32	29%	48	30%	183	27%	1876	24
	alah al	why you plan to	Why do you plan to remain at your	Prefer to work at another academic in		47%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	254	69
Q47B	global satisfaction		institution for no more than five years after	Prefer to work in private industry	1	10%	N/A N/A	N/A	N/A N/A	N/A	N/A	N/A	7	2						
	oauoidUlUll	than 5 years	earning tenure?	Prefer to work in government	1 5	7%	N/A N/A	N/A	N/A N/A	N/A	N/A N/A	N/A N/A	_	11						
				Other	5	35%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	IN/A	N/A	N/A	N/A	103	289





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					Your insti	tution	Peer	1	Peer	2	Peer	3	Peer	4	Peer	5	All selecte	d peers	All compa	ırables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Strongly agree	71	51%	61	41%	54	38%	60	42%	56	47%	76	48%	307	43%	3592	44%
	alabat	would again	Miles de la secono I considerada e la secono	Somewhat agree	37	27%	49	33%	52	36%	47	33%	33	28%	48	30%	228	32%	2624	32%
Q48	global satisfaction	choose to work a	t If I could do it over, I would again choose to to work at this institution.	Neither agree nor disagree	16	12%	15	10%	16	11%	10	7%	13	11%	16	10%	69	10%	813	10%
	SaliSiacilon	this institution	to to work at this institution.	Somewhat disagree	13	9%	16	11%	17	12%	15	11%	8	6%	13	8%	69	10%	755	9%
				Strongly disagree	2	1%	7	4%	5	3%	10	7%	9	8%	6	4%	37	5%	439	5%
		would	a candidate for a tenure-track faculty	Strongly recommend dept	76	54%	71	47%	78	54%	59	40%	57	47%	99	61%	363	50%	3898	48%
Q49	global satisfaction	recommend department as a	position asked you about your department	Recommend with reservations	62	44%	72	48%	60	42%	80	55%	55	46%	58	35%	324	45%	3761	46%
		place to work	as a place to work, would you:	Not recommend dept	3	2%	8	5%	6	4%	7	5%	9	8%	6	4%	37	5%	546	7%
				Great	31	22%	21	14%	35	24%	17	11%	18	15%	51	31%	144	19%	1571	19%
	alahal	avarall rating of	(Good	79	56%	83	54%	71	49%	79	52%	56	46%	81	48%	369	50%	4096	49%
Q50	global satisfaction	overall rating of institution	f How do you rate your institution as a place for junior faculty to work?	So-so	29	20%	43	28%	36	25%	43	29%	39	32%	30	18%	191	26%	2067	25%
	Janaidellon	modulion		Bad	3	2%	4	3%	2	1%	7	5%	4	3%	4	2%	20	3%	436	5%
				Awful	1	1%	2	1%	2	1%	5	3%	5	4%	2	1%	16	2%	201	2%

MALES



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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Surve	y Administratio	11 2006-09					MAL		I.				FEMA	i i		
					Your ins		All selecte	_			Your ins		All selecte		All comp	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very clear	23	25%	95	19%	1031	20%	11	19%	55	18%	681	18%
			I find the terror and the second and the second	Fairly clear	52	58%	278	56%	2652	52%	33	57%	168	55%	1905	519
Q19	tenure practices	tenure process	I find the tenure process in my department to be	Neither clear nor unclear	6	6%	62	13%	713	14%	9	16%	34	11%	442	129
	overall	· ·	to be	Fairly unclear	8	9%	37	7%	497	10%	5	9%	36	12%	500	139
				Very unclear	1	1%	20	4%	235	5%	0	0%	11	4%	214	69
					17	19%	75	15%	883	17%	8	14%	59	19%	630	179
				Very clear												
	tenure practices		I find the tenure criteria (what things are	Fairly clear	56	62%	268	54%	2588	50%	31	54%	157	52%	1869	509
Q20	overall	tenure criteria	evaluated) in my department to be	Neither clear nor unclear	12	13%	74	15%	776	15%	9	15%	32	11%	487	139
	Overall		evaluated) in my department to be	Fairly unclear	4	5%	45	9%	598	12%	8	14%	37	12%	522	149
				Very unclear	1	1%	31	6%	287	6%	2	3%	17	5%	232	69
				Very clear	7	8%	52	11%	591	12%	5	9%	41	14%	394	119
			I find the tenure standards (the	Fairly clear	47	53%	232	47%	2159	42%	30	51%	119	39%	1552	429
Q21	tenure practices	tonuro otondordo	I find the tenure standards (the	-												
QZI	overall	tenure standards	s performance threshold) in my department	Neither clear nor unclear	22	25%	104	21%	1128	22%	7	12%	58	19%	674	18
			to be	Fairly unclear	11	12%	62	13%	816	16%	11	18%	60	20%	763	20
				Very unclear	2	2%	41	8%	421	8%	5	9%	24	8%	353	9
				Very clear	19	22%	72	15%	789	15%	14	23%	46	15%	500	139
			I find the body of evidence that will be	Fairly clear	43	48%	243	50%	2354	46%	24	41%	136	46%	1681	459
Q22	tenure practices	tenure body of	considered in making my tenure decision	Neither clear nor unclear	17	19%	98	20%	1055	21%	12	20%	62	21%	702	199
~	overall	evidence	to be	Fairly unclear	8	9%	50	10%	621	12%	8	14%	43	14%	603	169
			10 DC	-												
				Very unclear	1	1%	25	5%	278	5%	1	2%	12	4%	230	6
				Very clear	21	24%	88	18%	976	19%	9	15%	39	13%	568	15
	tonuro prostinos	sense of	My cance of whether or not I will achieve	Fairly clear	45	51%	198	41%	2202	44%	23	40%	122	41%	1523	41
Q23	tenure practices		My sense of whether or not I will achieve	Neither clear nor unclear	14	16%	135	28%	1212	24%	20	34%	80	27%	895	24
	overall	achieving tenure	tenure is	Fairly unclear	6	6%	42	9%	433	9%	5	8%	39	13%	471	13
				Very unclear	2	2%	23	5%	236	5%	2	3%	21	7%	236	6
				Very clear	20	22%	100	20%	1150	23%	12	21%	65	22%	712	19
				•												
	tenure	expectations >	A scholar - Is what's expected in order to	Fairly clear	51	56%	262	53%	2506	49%	30	53%	148	49%	1863	50
Q24A	expectations:	clarity > scholar	earn tenure CLEAR to you regarding your	Neither clear nor unclear	15	17%	61	12%	669	13%	7	12%	35	12%	434	12
	clarity	ciarity > scrioiai	performance as:	Fairly unclear	3	4%	50	10%	588	12%	8	13%	47	16%	572	15
				Very unclear	1	1%	17	3%	185	4%	1	2%	7	2%	144	4
				Very clear	16	18%	70	15%	853	17%	9	17%	46	15%	664	18
			A topobox to what's avacated in order to	Fairly clear	44	51%	234	49%	2502	50%	26	45%	131	44%	1814	49
Q24B	tenure	expectations >	A teacher - Is what's expected in order to	-										, .		
Q24b	expectations:	clarity > teacher	earn tenure CLEAR to you regarding your	Neither clear nor unclear	18	21%	82	17%	924	18%	16	28%	69	23%	591	16
	clarity		performance as:	Fairly unclear	5	5%	67	14%	596	12%	6	10%	48	16%	514	14
				Very unclear	4	5%	22	5%	171	3%	0	0%	6	2%	106	3
				Very clear	10	12%	49	10%	487	10%	6	11%	24	8%	347	10
	tenure		An advisor to students - Is what's expected	Fairly clear	35	42%	148	32%	1530	32%	16	29%	94	33%	1076	31
Q24C	expectations:	expectations >	in order to earn tenure CLEAR to you	Neither clear nor unclear	21	25%	139	30%	1439	30%	22	40%	76	26%	979	28
	clarity	clarity > advisor	regarding your performance as:	Fairly unclear	13	16%	73	16%	901	19%	9	16%	64	22%	801	23
	olarity		rogaramy your porronnance ac.	•												
				Very unclear	5	6%	54	12%	411	9%	2	4%	29	10%	287	8
		expectations >		Very clear	4	4%	43	9%	486	10%	7	11%	24	8%	371	10
	tenure	clarity >	A colleague in your department - Is what's	Fairly clear	35	40%	170	36%	1777	36%	22	38%	92	30%	1299	35
Q24D	expectations:		expected in order to earn tenure CLEAR to	Neither clear nor unclear	32	36%	132	28%	1394	28%	18	31%	88	29%	881	24
	clarity	colleague in	you regarding your performance as:	Fairly unclear	12	13%	77	16%	932	19%	8	13%	67	22%	771	21
	-	department		Very unclear	6	6%	54	11%	416	8%	4	7%	31	10%	352	10
				Very clear	5	6%	27	6%	340	7%	2	4%	18	6%	280	8
	tenure		A campus citizen - Is what's expected in	Fairly clear	26	30%	109	23%	1412	29%	14	24%		23%	1054	29
Q24E	expectations:	clarity > campus		Neither clear nor unclear	28	33%	162	35%	1531	31%	19	33%	87	29%	1016	28
	clarity	citizen	regarding your performance as:	Fairly unclear	17	20%	101	22%	1080	22%	15	26%	83	28%	880	24
				Very unclear	9	10%	66	14%	551	11%	7	12%	42	14%	407	11
				Very clear	5	6%	25	6%	292	6%	3	5%	12	4%	220	6
	4		A member of the broader community - Is	Fairly clear	35	40%	109	24%	1163	24%	20	36%		26%	906	25
	tenure	expectations >	what's expected in order to earn tenure	•												
Q24F	expectations:	clarity > member	CLEAR to you regarding your performance	Neither clear nor unclear	20	23%	155	34%	1603	33%	13	22%	79	28%	1001	28
	clarity	of community	as:	Fairly unclear	17	20%	103	23%	1106	23%	17	31%	74	26%	947	27
				Very unclear	10	12%	61	14%	665	14%	3	6%	47	16%	493	14
				Very reasonable	20	22%	104	21%	1352	27%	11	18%	44	14%	718	19
	torus	ovnostations	A scholar - Is what's expected in order to	Fairly reasonable	55	60%	230	47%	2107	42%	27	46%		46%	1584	43
Q25A	tenure	expectations > reasonableness		•												
WZ5A	expectations:			Neither reasonable nor unreasonable		9%	98	20%	981	19%	18	31%	67	22%	750	20
	reasonableness	> scholar	regarding your performance as:	Fairly unreasonable	6	7%	40	8%	436	9%	3	5%	43	14%	496	13
				Very unreasonable	1	2%	18	4%	171	3%	0	0%	10	3%	141	4
				Very reasonable	22	25%	110	23%	1356	27%	9	15%	68	23%	936	26
	tenuro	expectations >	A teacher - Is what's expected in order to	Fairly reasonable	44	51%	198	42%	2077	42%	23	41%		37%	1497	41
Q25B	tenure	reasonableness		•												
MZ2R	expectations:			Neither reasonable nor unreasonable		21%	137	29%	1180	24%	22	38%	95	32%	840	23
	reasonableness	> teacher	regarding your performance as:	Fairly unreasonable	3	3%	14	3%	272	5%	3	6%	21	7%	305	8
				Very unreasonable	0	0%	16	3%	106	2%	0	0%	4	1%	77	29

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Surve	e-Track Faculty / Administration		-				MAL	ES					FEMA	LES		
					Your inst	itution			All compa	arables	Your inst	titution	All selecte	d peers	All compa	arable
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very reasonable	15	18%	65	14%	883	19%	10	18%	33	11%	549	169
	tenure	expectations >	An advisor to students - Is what's expected	Fairly reasonable	36	43%	144	31%	1428	31%	13	24%	76	26%	975	289
Q25C	expectations:	reasonableness		Neither reasonable nor unreasonable		35%	225	49%	2003	43%	29	53%	147	51%	1542	45
	reasonableness	> advisor	you regarding your performance as:	Fairly unreasonable	3	4%	15	3%	248	5%	3	5%	23	8%	265	8
				Very unreasonable	0	0%	15	3%	105	2%	0	0%	8	3%	97	3
				Very reasonable	8	9%	77	16%	971	20%	7	12%	37	12%	642	18
	tenure	expectations >	A colleague in your department - Is what's	Fairly reasonable	35	40%	150	31%	1542	31%	16	27%	81	27%	1096	30
Q25D	expectations:	reasonableness > colleague in	expected in order to earn tenure REASONABLE to you regarding your	Neither reasonable nor unreasonable	44	50%	214	45%	2023	41%	29	51%	154	51%	1499	41
	reasonableness	department	performance as:	Fairly unreasonable	1	1%	21	4%	254	5%	5	8%	18	6%	269	7
		aopartment	performance as.	Very unreasonable	0	0%	15	3%	124	3%	1	2%	13	4%	118	3
				Very reasonable	9	11%	47	10%	677	14%	4	6%	30	10%	493	14
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly reasonable	26	30%	91	20%	1285	27%	11	19%	58	19%	917	26
Q25E	expectations:		order to earn tenure REASONABLE to you		49	58%	301	65%	2508	52%	42	73%	200	67%	1917	54
	reasonableness	> campus citizen	regarding your performance as:	Fairly unreasonable	1	2%	11	2%	227	5%	1	1%	8	3%	180	5
				Very unreasonable	0	0%	14	3%	106	2%	0	0%	3	1%	75	2
				Very reasonable	8	9%	43	9%	605	13%	3	5%	20	7%	412	12
	tenure		A member of the broader community - Is	Fairly reasonable	35	40%	104	23%	1158	25%	17	30%	67	23%	821	24
Q25F	expectations:	reasonableness		Neither reasonable nor unreasonable		47%	279	61%	2629	56%	35	62%	181	63%	2000	57
	reasonableness	> member of	REASONABLE to you regarding your	Fairly unreasonable	2	2%	14	3%	217	5%	2	3%	12	4%	197	(
		community	performance as:	Very unreasonable	1	1%	14	3%	99	2%	0	0%	8	3%	62	
				Strongly agree	20	22%	97	20%	963	19%	8	14%	61	21%	631	1
		consistent	I have received consistent massages from	Somewhat agree	38	43%	194	41%	1608	32%	22	38%	105	35%	1145	3
Q26	tenure practices	tenure from	I have received consistent messages from senior colleagues about the requirements	Neither agree nor disagree	7	8%	41	9%	520	10%	7	12%	29	10%	293	,
QZU	overall	tenured	for tenure.	Somewhat disagree	20	22%	84	18%	1062	21%	17	29%	64	21%	881	2
		colleagues	ior terrare.	-	4	5%			810		4	29% 6%		13%		
				Strongly disagree			58	12%		16%	17		39	31%	705	19
			In my opinion, tenure decisions here are	Strongly agree	33	38%	182	40%	1561	32%		32%	85		1005	2
0074	tenure practices	tenure decisions	made primarily on performance-based	Somewhat agree	36	42%	158	35%	1757	36%	19	35%	113	41%	1289	3
Q27A	overall	based on performance	criteria rather than on non-performance	Neither agree nor disagree	5	5%	49	11%	587	12%	7	14%	28	10%	428	1:
		performance	criteria.	Somewhat disagree	9	11%	36	8%	568	12%	7	14%	35	13%	489	14
				Strongly disagree	3	3%	30	7%	360	7%	3	5%	17	6%	299	
			The way you spend your time as a faculty	Very satisfied	23	26%	110	23%	1280	25%	9	15%	52	17%	711	19
	nature of work	way you spend	member - Please indicate your level of	Satisfied	47	53%	261	54%	2541	50%	33	56%	145	48%	1831	49
Q28	overall	your time as a	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	3	4%	41	8%	447	9%	8	13%	39	13%	411	11
		faculty member	following:	Dissatisfied	14	16%	63	13%	634	13%	8	13%	56	19%	637	17
				Very dissatisfied	1	1%	10	2%	146	3%	2	3%	9	3%	116	3
			Th	Very satisfied	19	21%	N/A	N/A	500	19%	3	5%	N/A	N/A	255	12
	nature of work	number of hours	The number of hours you work as a faculty member in an average week - Please	Satisfied	42	47%	N/A	N/A	1286	49%	28	47%	N/A	N/A	814	40
Q28B	overall	you work as a	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	10	11%	N/A	N/A	397	15%	15	26%	N/A	N/A	356	17
	Overall	faculty member	dissatisfaction with the following:	Dissatisfied	15	17%	N/A	N/A	336	13%	11	18%	N/A	N/A	488	24
			discalistación mar are renewing.	Very dissatisfied	3	3%	N/A	N/A	113	4%	2	4%	N/A	N/A	129	6
				Very satisfied	33	38%	184	40%	1868	38%	24	43%	118	40%	1484	41
			The level of the courses you teach -	Satisfied	42	48%	205	44%	2163	44%	21	38%	142	48%	1494	41
Q29A	nature of work >	level of courses	Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	7	8%	44	10%	463	9%	7	13%	21	7%	281	8
	teaching	you teach	dissatisfaction with the following:	Dissatisfied	4	4%	28	6%	371	8%	4	7%	14	5%	292	8
				Very dissatisfied	1	1%	3	1%	75	2%	0	0%	3	1%	70	2
				Very satisfied	27	32%	188	40%	1833	37%	23	41%	126	43%	1344	37
		number of	The number of courses you teach - Please		44	50%	174	37%	1697	34%	23	40%	109	37%	1178	33
Q29B	nature of work >	courses you	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	11	13%	56	12%	609	12%	6	10%	23	8%	325	9
QZSD	teaching	teach	dissatisfaction with the following:	Dissatisfied	3	3%	37	8%	588	12%	4	7%	31	10%	556	15
		todon	dissausiasion mar are renorming.	Very dissatisfied	1	1%	10	2%	222	4%	1	1%	8	3%	218	19
				•	33		247					47%				50
		degree of	The degree of influence you have over the	Very satisfied		38%		54%	2516	51%	27		141	48%	1824	
0000	nature of work >	influence over	courses you teach - Please indicate your	Satisfied	44	51%	140	30%	1554	31%	24	41%	103	35%	1060	2
Q29C	teaching	which courses	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	6	7%	38	8%	431	9%	3	6%	26	9%	288	
	-	you teach	the following:	Dissatisfied	3	4%	27	6%	296	6%	3	5%	20	7%	316	
				Very dissatisfied	0	0%	9	2%	138	3%	1	2%	6	2%	128	
			The discretion you have over the content	Very satisfied	48	56%	305	66%	3332	68%	30	52%	191	65%	2397	6
	nature of work >	discretion over	of your courses you teach - Please indicate	Satisfied	31	36%	111	24%	1190	24%	27	46%	78	26%	903	2
Q29D	teaching	course content	your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	6	7%	27	6%	240	5%	1	2%	18	6%	160	
	.ouoimig	Source domoni	with the following:	Dissatisfied	0	0%	10	2%	111	2%	0	0%	7	2%	114	;
				Very dissatisfied	1	1%	6	1%	49	1%	0	0%	2	1%	39	
				Very satisfied	19	23%	165	36%	1692	34%	19	33%	99	34%	1254	3
			-	Satisfied	43	50%	177	38%	1961	40%	21	36%	120	41%	1327	3
		number of	The number of students you teach -	Salisiled	40											
Q29E	nature of work >	number of students you	The number of students you teach - Please indicate your level of satisfaction or			16%	59	13%	588	12%	8	13%	32	11%	366	10
Q29E	nature of work > teaching				13						8 7					10 13



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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March Marc			y Job Satistacti	on Survey				MAI	EG		GEN	DEK		FEMA	IEC		
Marke Mark	Surve	y Aurillistratio	11 2000-09			Your inst	titution		-	All compa	rables	Your ins	titution			All compa	arables
Section Sect	item	theme	name	description	response scale												
Selective devices of the sub-plant in the sub-plant is sub-plant to sub-plant in the sub-plant is sub-plant in the sub-plant in the sub-plant is sub-plant in the sub-plant in the sub-plant is sub-plant in the s				·		12	15%			836		6					21%
Section Sect		natura of work -	quality of		Satisfied	34	44%	155	37%	1445	33%	16	32%	96	37%	1134	36%
Secondary Company Co	Q29F		undergraduate							987		11					18%
Very discontinued: 1		teaching	students		Dissatisfied	9	12%	72	17%	864	20%	11	22%	46	18%	592	19%
March Marc					Very dissatisfied	1	1%	20	5%	273	6%	6	11%	16	6%	193	6%
Secretary Secr				The quality of graduate students with	Very satisfied	19		85	18%	949	21%	19	33%	57	20%	757	24%
Searching Sear		nature of work >			Satisfied	43	50%		45%	1814	40%	18	32%			1338	42%
Indiance of work - securing - sec	Q29G																15%
Part		3	students													453	149
Selection of vords are selected from the following: Analyze of vords: Application of vords: A					-												49
Application				The amount of time you have to conduct	•												89
Season Conduct research inclines you are conducted or season Conduct research inclines you are conducted or season Conduct research inclines you are season Conduct or season Conduct research Conduct or season C		nature of work >	amount of time to														25%
Sale of the control of work of the control of white following is destantiation with the following of the control of white statistical or with the control of whi	Q30B																10%
Page																	36%
Part of very large of very l				<u> </u>													219
Application of the properties of the propertie				The amount of external funding you are													79
research funding elements elements elements elements elements elements elements elements el		nature of work >															229
Disable Disa	Q30C		finding external														339
The influence you have over the focus of research Page			funding														249
The influence our from the focus of research foc																	149
Jamp Latter of work a research				The influence you have ever the facus of	Very satisfied		47%	274	57%	2868			48%			1998	54%
research focus of research indicate your level of astillatedino or diseastillated or or diseasti		nature of work >	influence over			40				1516			38%			1131	319
Deside Continue	Q30D				Neither satisfied nor dissatisfied	5	5%	33	7%	374	7%	6	10%	27	9%	293	89
Negative of work overall As nature of work over		100001011	10000 01 10000101		Dissatisfied	2	2%	17	4%	194	4%	2	3%	14	4%	190	5%
Patter of Word Properties					Very dissatisfied	0	0%	8	2%	58	1%	1	1%	5	2%	64	29
Author of work				T 15 (4 155 (5 45 14	Very satisfied	18	20%	84	17%	1130	23%	8	15%	41	14%	756	219
Overall overall of the control of th		notive of work			Satisfied	34	38%	187	39%	1724	34%	22	39%	92	31%	1179	329
Part	Q31		quality of facilities		Neither satisfied nor dissatisfied	20	23%	84	17%	774	15%	7	13%	45	15%	490	13%
Very dissatisfied Park Very dissatisfied		Overall			Dissatisfied	9	11%	81	17%	901	18%	12	22%	78	26%	805	22%
Nature of work research services are search services overlain a fluttre of work research services overlain and the quality of these support services? 233C Nature of work research services overlain and the quality of these support services? 234C Nature of work research services overlain a fluttre of work research services overlain a fluttre of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research services overlain and the quality of these support services? 235C Nature of work research servic				ionoming.	Very dissatisfied	7	8%	47	10%	476	10%	6	11%	42	14%	433	129
Auture of work overall by the part of work overall by the part of work overall by the part of the part of work overall by the part of the part of work overall by the part of the part of work overall by the part of the part				The amount of access you have to	Very satisfied	9	11%	65	14%	634	14%	5	9%	38	14%	389	129
Author of work vorall vo			amount of access		Satisfied	30	36%	139	30%	1398	30%	13	23%	74	26%	854	26%
Satisfaction of dissatisfaction with equality of these support services? Agrangian and the dissatisfied of work search services and the quality of these support services? Agrangian and the quality of these su	Q32				Neither satisfied nor dissatisfied	24	29%	98	21%	990	21%	12	21%	62	22%	613	189
Part		overall	etc.	satisfaction or dissatisfaction with the	Dissatisfied	16	19%	114	25%	994	21%	16	29%	68	24%	859	26%
Against a nature of work overall active services and possible active servi				following:	Very dissatisfied	5	6%	43	9%	651	14%	10	18%	40	14%	627	19%
Part					Very satisfied	19	21%	135	28%	1468	29%	15	25%	81	27%	1015	289
Nature of Work Noverall active services support services?				Clerical/administrative services - How	Satisfied	41	46%	181	38%	1719	34%	23	39%	89	30%	1149	319
Support services Dissatisfied 15 16% 66 14% 765 15% 11 18% 71 24% 661 18	Q33A				Neither satisfied nor dissatisfied	11	13%	69	14%	637	13%	8	14%	30	10%	441	129
Very satisfied Very dissatisfied Very di		overall	alive services	support services?	Dissatisfied	15	16%	66	14%	765	15%	11	18%	71	24%	661	189
Satisfied Align					Very dissatisfied	3	4%	28	6%	403	8%	3	4%	25	9%	391	11%
Pagash Patrice of work research services with the quality of these support services by the quality of these support services based on the quality of					Very satisfied	7	8%	75	16%	713	15%	5	10%	31	11%	471	149
Part					Satisfied	40	46%	176	38%	1621	34%	17	31%	103	36%	1023	30%
Dissatisfied 16 19% 71 15% 899 19% 10 19% 49 17% 793 23 23 23 23 23 23 24 24	Q33B		research services				20%	112	24%	1126		20	35%	71	25%	766	229
Very dissatisfied 5 6% 29 6% 414 9% 3 5% 30 11% 411 12		research		with the quality of these support services?													239
Agasta Policy/practice > climate/culture Policy/practice > climate/culture Policy/practice > clim					Very dissatisfied		6%	29	6%	414			5%	30	11%	411	129
Packing services Teaching services Teach						5	7%	75	17%	866		6		44	16%	716	219
Particular of work beaching services - How satisfied are you with the quality of these support services? I leaching services - How satisfied are you with the quality of these support services? Neither satisfied nor dissatisfied 77 10% 34 8% 498 11% 7 12% 34 1					=												40%
Part	Q33C		teaching services														239
Very dissatisfied 2 3% 16 4% 176 4% 1 2% 17 6% 173 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		teaching	3	with the quality of these support services?													129
Part Computing services																	59
Policy/practice > importance > climate/culture Policy/practice > locimate/culture						_											239
Neither satisfied nor dissatisfied point of services? Neither satisfied nor dissatisfied point of services? Neither satisfied nor dissatisfied point of satisfied point of satisfied point of services? Neither satisfied nor dissatisfied point of satisfied point of satisfied point of services? Neither satisfied nor dissatisfied point of satisfied point				Computing services - How satisfied are	•												379
Overall Services	Q33D																189
Very dissatisfied 3 4% 25 5% 323 7% 2 3% 20 7% 267 7 Very important policy/practice > policy/practice > important you think each would be to your success. Very important nor unimportant to unimportant you think each would be to your success. Very important to unimportant to unimportant you think each would be to your success. Very important to unimportant to unimportant you think each would be to your success. Very important to unimportant to unimportant to unimportant you think each would be to your success. Very important to unimportant to unimportant you think each would be to your success. Very important to unimportant you think each would be to your success. Very important to unimportant you think each would be to your success. Very important to unimportant you think each would be to your success. Very important to unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important nor unimportant you think each would be to your success. Very important you think each would be to your success. Very important you think each would be to your success. Very important you think each would be to your success. Very important you think each would be to your success. Very important you think each would be to your success. Very important you think each would be to your success. Very	2000	overall	services														159
Policy/practice > Formal mentoring program for junior faculty - Please rate how important to unimportant you think each would be to your success. Policy/practice > Informal mentoring program for important to unimportant you think each would be to give policy/practice > Informal mentoring policy/practice > Informal mentoring policy/practice > Informal mentoring policy/practice > Informal mentoring faculty - Please rate how important you think each would be to your success. Very important to unimportant to unimportant you think each would be to your success. Very important 14 16% 105 22% 1240 25% 12 21% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 105 12% 102 34% 1480 40% 102 3																	79
Policy/practice Policy/pra																	379
Formal mentoring Formal ment		policy/proctice :															40%
Climate/culture Climate/cu	Q34A1			faculty - Please rate how important or	The state of the s												139
Very unimportant 3 3% 21 4% 225 5% 2 3% 9 3% 93 3 Very unimportant 30 34% 146 30% 2005 40% 28 47% 155 52% 2060 56 policy/practice > policy/practice > informal mentoring - Please rate how Important you think each Nether important nor unimportant to unimportant would be to your success. Unimportant to 1 1% 18 3% 168 3% 1 2% 6 2% 68 2	QU-TA I		.oma memoring	unimportant you think each would be to	· ·												79
Very important 30 34% 146 30% 2005 40% 28 47% 155 52% 2060 56 policy/practice > informal important or unimportant you think each Neither important or unimportant climate/culture mentoring would be to your success. Unimportant to 1 1% 14 3% 168 3% 1 2% 6 2% 68 2				your success.	· · · · · · · · · · · · · · · · · · ·												39
policy/practice > informal important Informal important or unimportant you think each or climate/culture Important or unimportant you think each or climate/culture Important or unimportant you think each or climate/culture Neither important or unimportant or																	
034A2 importance > Informal important or unimportant you think each Neither important nor unimportant to unimportant you think each Neither important nor unimportant 1 12% 58 12% 529 11% 4 6% 19 6% 209 6 climate/culture mentoring would be to your success. Unimportant 1 1% 14 3% 168 3% 1 2% 6 2% 68 2		a a Barrela et		Information Division I													
climate/culture mentoring would be to your success. Unimportant of	02440		informal														369
, chimportant	Q34A2				· ·												69
Very unimportant 0 0% 7 2% 72 1% 0 0% 1 0% 33 1		Ciilliale/Cuilule		would be to your success.	· · · · · · · · · · · · · · · · · · ·												29
					very unimportant	0	0%	7	2%	72	1%	0	0%	1	0%	33	19



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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Survey	/ Administration	า 2008-09					MAL						FEMA			
					Your inst		All selecte		All compa		Your ins		All selecte		All compa	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			Periodic, formal performance reviews for	Very important	19	22%	163	35%	1693	34%	15	25%	142	47%	1644	45%
	policy/practice >	periodic, formal	junior faculty - Pease rate how important or	Important	54	61%	248 44	52%	2485	50%	38	64%	133	44%	1621	44%
Q34A3	importance > tenure	performance reviews	unimportant you think each would be to	Neither important nor unimportant	13 1	15% 1%	44 15	9% 3%	539 204	11% 4%	6 1	9% 1%	18 6	6% 2%	282 89	8% 2%
	teriare	Teviews	your success.	Unimportant	1		3	3% 1%	204 56	4% 1%	0	0%	2	1%	33	1%
				Very unimportant	13	1% 14%	151	32%	1545	31%	16	27%	117	39%	1516	41%
	nalia./practice	written summary	Written summary of periodic performance	Very important Important	59	67%	237	50%	2400	48%	33	56%	146	49%	1640	45%
Q34A4	importance >	of performance	reviews for junior faculty - Please rate how	Neither important nor unimportant	13	15%	64	13%	724	15%	7	12%	24	8%	359	10%
Φ0	tenure	reviews	important or unimportant you think each	Unimportant	1	1%	15	3%	216	4%	3	4%	4	1%	104	3%
			would be to your success.	Very unimportant	2	2%	6	1%	75	2%	0	0%	5	2%	42	1%
				Very important	23	26%	173	37%	1792	36%	24	42%	140	47%	1661	45%
	policy/practice >	professional	Professional assistance in obtaining	Important	48	55%	193	41%	1922	39%	28	49%	111	37%	1295	35%
Q34A5	importance >	assistance in	externally funded grants - Please rate how	Neither important nor unimportant	9	11%	68	14%	794	16%	4	8%	30	10%	468	139
	research	obtaining grants	important or unimportant you think each would be to your success.	Unimportant	6	7%	28	6%	291	6%	1	2%	15	5%	173	5%
			would be to your success.	Very unimportant	1	1%	10	2%	138	3%	0	0%	1	0%	57	2%
				Very important	10	11%	60	13%	750	15%	8	14%	57	19%	858	23%
	policy/practice >	professional	Professional assistance for improving	Important	45	51%	222	48%	2247	45%	34	59%	137	46%	1696	46%
Q34A6	importance >	assistance for improving	teaching - Please rate how important or unimportant you think each would be to	Neither important nor unimportant	21	24%	104	22%	1183	24%	9	16%	67	23%	729	20%
	teaching	teaching	your success.	Unimportant	12	13%	64	14%	617	12%	4	6%	32	11%	309	89
		todormig	, ca. ca.c.c.	Very unimportant	1	1%	15	3%	161	3%	3	5%	4	1%	78	29
			T	Very important	37	42%	204	43%	2641	53%	36	62%	192	64%	2551	69%
	policy/practice >		Travel funds to present papers or conduct research - Please rate how important or	Important	44	50%	223	47%	1869	37%	20	35%	95	32%	989	279
Q34A7	importance >	travel funds	unimportant you think each would be to	Neither important nor unimportant	6	6%	37	8%	319	6%	1	2%	8	3%	96	3%
	research		your success.	Unimportant	2	2%	8	2%	114	2%	1	2%	2	1%	32	19
			• • • • • • • • • • • • • • • • • • • •	Very unimportant	0	0%	5	1%	44	1%	0	0%	2	1%	15	09
			Paid or uppoid research leave during the	Very important	26	30%	137	29%	1978	40%	26	46%	153	51%	2128	589
	policy/practice >	paid/unpaid	Paid or unpaid research leave during the pre-tenure period - Please rate how	Important	39	45%	184	39%	1653	34%	24	42%	94	32%	1012	289
Q34A8	importance >	research leave	important or unimportant you think each	Neither important nor unimportant	15	17%	103	22%	941	19%	7	12%	42	14%	405	119
	research		would be to your success.	Unimportant	6	7%	40	8%	243	5%	0	0%	5	2%	73	2%
				Very unimportant	0	0%	7	2%	101	2%	0	0%	3	1%	33	19
			Paid or unpaid personal leave during the	Very important	17	20%	63	14%	846	17%	19	34%	99	34%	1313	36%
	policy/practice >	paid/unpaid	pre-tenure period - Very important- Please	Important	34	39%	147	32%	1549	32%	26	46%	95	32%	1218	349
Q34A9	importance >	personal leave	rate how important or unimportant you	Neither important nor unimportant	18	21%	186	40%	1790	37%	9	15%	82	28%	838	23%
	work/home		think each would be to your success.	Unimportant	15	17%	51	11%	478	10%	1	2%	11	4%	194	5%
				Very unimportant	2	2%	16	3%	213	4%	2	3%	6	2%	65	29
			An upper limit on committee assignments	Very important	22	25%	148	31%	1832	37%	23	39%	154	52%	1988	54%
Q34A1	policy/practice >	upper limit on	for tenure-track faculty - Please rate how	Important	48	55%	248	53%	2238	45%	27	47%	113	38%	1336	37%
0	importance > tenure	committee assignments	important or unimportant you think each	Neither important nor unimportant	15	17% 2%	55	12%	690	14%	7 1	12% 2%	23 5	8% 2%	271	79 19
	teriare	assignments	would be to your success.	Unimportant	2	2% 0%	16 5	3% 1%	144 46	3% 1%	0	2% 0%	5 1	2% 0%	52 11	09
				Very unimportant Very important	35	40%	219	46%	2704	55%	38	65%	197	67%	2470	68%
	naliau/practice	unner limit en	An upper limit on tooching chliqutions		46	52%	219	47%	1911	39%	18	30%	83	28%	1040	289
Q34A1	policy/practice > importance >	upper limit on teaching	An upper limit on teaching obligations - Please rate how important or unimportant	Important Neither important nor unimportant	5	6%	23	5%	272	5%	3	5%	14	5%	1040	39
1	teaching	obligations	you think each would be to your success.	Unimportant	1	1%	11	2%	57	1%	0	0%	14	0%	20	19
		g	,	Very unimportant	0	0%	1	0%	12	0%	0	0%	2	1%	19	19
				Very important	15	18%	97	21%	1294	26%	15	26%	100	34%	1223	339
	policy/practice >	peer reviews of	Peer reviews of teaching or	Important	59	68%	275	59%	2553	52%	35	60%	140	48%	1801	499
Q34AT	importance >	teaching or	research/creative work - Please rate how	Neither important nor unimportant	10	12%	66	14%	762	15%	8	13%	40	13%	455	129
2	climate/culture	research	important or unimportant you think each	Unimportant	2	2%	24	5%	244	5%	1	2%	10	4%	142	49
			would be to your success.	Very unimportant	0	0%	5	1%	78	2%	0	0%	4	1%	32	19
				Very important	18	20%	107	23%	1226	25%	21	38%	120	42%	1487	429
	policy/practice >		Childcare - Please rate how important or	Important	26	30%	123	26%	1273	26%	14	24%	59	20%	659	199
Q34A1	importance >	childcare	unimportant you think each would be to	Neither important nor unimportant	28	32%	122	26%	1214	25%	13	23%	49	17%	681	199
3	work/home		your success.	Unimportant	9	11%	48	10%	462	10%	2	3%	15	5%	237	79
				Very unimportant	7	8%	63	14%	651	13%	7	12%	45	16%	494	149
				Very important	4	4%	48	10%	912	19%	5	9%	26	9%	700	199
02444	policy/practice >	financial	Financial assistance with housing - Please	Important	27	30%	80	17%	1146	23%	13	23%	52	18%	790	229
Q34A1 4	importance >	assistance with	rate how important or unimportant you	Neither important nor unimportant	36	40%	169	37%	1460	30%	20	34%	101	34%	1110	319
4	compensation	housing	think each would be to your success.	Unimportant	14	15%	82	18%	702	14%	12	20%	62	21%	544	15%
				Very unimportant	9	10%	83	18%	663	14%	7	13%	52	18%	466	139
				Very important	21	24%	110	24%	1329	28%	25	43%	142	48%	1826	50%
00444	policy/practice >		Stop-the-clock for parental or other family	Important	42	49%	166	36%	1718	36%	22	39%	92	31%	1071	30%
		stop-the-clock	reasons - Please rate how important or	**		16%	109	24%	1122	23%	8	13%	33	11%	444	12%
Q34A1	importance >	Stop-tile-clock	unimportant you think each would be to	Neither important nor unimportant	14	1070	100	, 0						, 0		
5 5	work/home	stop-trie-clock	unimportant you think each would be to your success.	Unimportant	5	6%	34	7%	292	6%	3	5%	8	3%	108	3%

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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	Administration	/ Job Satistacti n 2008-09	on Survey				MAL	FS		GEN	DEK		FEMA	LES		
Survey	Administration	11 2000-09			Your inst	itution	All selecte	-	All compa	rables	Your ins	titution	All selecte		All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very important	20	24%	137	29%	1332	27%	20	35%	131	45%	1290	369
Q34A1	policy/practice >	spousal/partner	Spousal/partner hiring program - Please	Important	22	26%	134	29%	1459	30%	15	26%	59	20%	822	23
6	importance >	hiring program	rate how important or unimportant you	Neither important nor unimportant	26	30%	101	22%	1121	23%	14	25%	44	15%	788	22
Ü	work/home	iming program	think each would be to your success.	Unimportant	9	10%	43	9%	430	9%	4	6%	22	8%	272	8
				Very unimportant	9	10%	50	11%	514	11%	4	7%	33	11%	419	12
				Very important	3	4%	N/A	N/A	111	6%	8	15%	N/A	N/A	232	16
Q34A1	policy/practice >		Elder care - Please rate how important or	Important	26	31%	N/A	N/A	340	19%	16	28%	N/A	N/A	394	27
7	importance >	elder care	unimportant you think each would be to	Neither important nor unimportant	31	37%	N/A	N/A	737	42%	22	38%	N/A	N/A	466	32
	work/home		your success.	Unimportant	11	13%	N/A	N/A	324	18%	6	10%	N/A	N/A	191	13
				Very unimportant	13	15%	N/A	N/A	246	14%	5	9%	N/A	N/A	159	11
				Very important	34	39%	N/A	N/A	572	32%	18	31%	N/A	N/A	493	34
Q34A1	policy/practice >		Tuition waivers for dependent or spouse -	Important	31	36%	N/A	N/A	652	36%	20	34%	N/A	N/A	431	30
8	importance >	tuition waivers	Please rate how important or unimportant	Neither important nor unimportant	14	16%	N/A	N/A	347	19%	15	25%	N/A	N/A	306	21
	compensation		you think each would be to your success.	Unimportant	4	5%	N/A	N/A	103	6%	3	5%	N/A	N/A	109	8
				Very unimportant	4	4%	N/A	N/A	120	7%	3	5%	N/A	N/A	111	8
			Modified duties for parental or other family	Very important	15	17%	N/A	N/A	265	15%	20	34%	N/A	N/A	472	33
Q34A1	policy/practice >		reasons - Please rate how important or	Important	43	50%	N/A	N/A	735	42%	18	32%	N/A	N/A	596	41
9	importance >	modified duties	unimportant you think each would be to	Neither important nor unimportant	23	27%	N/A	N/A	527	30%	15	26%	N/A	N/A	249	17
	work/home		your success.	Unimportant	2	2%	N/A	N/A	128	7%	3	5%	N/A	N/A	63	4
				Very unimportant	4	4%	N/A	N/A	108	6%	2	3%	N/A	N/A	60	4
				Very important	3	3%	N/A	N/A	65	4%	7	13%	N/A	N/A	169	12
Q34A2	policy/practice >	part-time tenure-	Part-time tenure-track position - Please	Important	11	13%	N/A	N/A	216	13%	11	19%	N/A	N/A	293	21
0	importance >	track position	rate how important or unimportant you	Neither important nor unimportant	41	48%	N/A	N/A	791	46%	24	41%	N/A	N/A	561	39
Ü	work/home	track poolitors	think each would be to your success.	Unimportant	17	20%	N/A	N/A	345	20%	10	17%	N/A	N/A	209	15
				Very unimportant	14	17%	N/A	N/A	305	18%	6	11%	N/A	N/A	190	13
				Very effective	2	3%	22	6%	311	8%	1	3%	14	7%	259	9
	policy/practice >		Formal mentoring program for junior	Effective	25	37%	114	33%	1073	28%	9	27%	70	34%	843	30
Q34B1		formal mentoring	faculty - How effective or ineffective for you	Neither effective nor ineffective	24	35%	102	29%	1027	27%	11	34%	49	24%	577	21
	climate/culture		have been the following at your institution?	Ineffective	11	16%	77	22%	781	21%	8	23%	41	20%	609	22
				Very ineffective	6	9%	34	10%	612	16%	4	13%	29	14%	501	18
				Very effective	6	8%	43	10%	728	16%	8	16%	48	18%	653	20
	policy/practice >	:	Informal mentoring - How effective or	Effective	43	53%	190	44%	1821	40%	20	41%	119	44%	1324	40
Q34B2	effectiveness >	informal	ineffective for you have been the following	Neither effective nor ineffective	21	25%	112	26%	1078	24%	12	24%	57	21%	639	19
	climate/culture	mentoring	at your institution?	Ineffective	8	9%	55	13%	569	12%	7	14%	22	8%	436	13
				Very ineffective	4	4%	31	7%	360	8%	3	5%	27	10%	292	9
				Very effective	11	13%	67	15%	636	14%	6	11%	51	18%	591	17
	policy/practice >	periodic, formal	Periodic, formal performance reviews for	Effective	43	51%	214	48%	1973	43%	27	47%	121	44%	1488	44
Q34B3	effectiveness >	performance	junior faculty - How effective or ineffective	Neither effective nor ineffective	15	17%	95	21%	1018	22%	14	25%	51	19%	607	18
	tenure	reviews	for you have been the following at your institution?	Ineffective	14	16%	49	11%	633	14%	7	12%	34	12%	461	14
			institution?	Very ineffective	2	2%	25	6%	350	8%	3	5%	20	7%	261	8
				Very effective	4	5%	66	15%	556	13%	6	13%	36	14%	497	16
	policy/practice >	written summary	Written summary of periodic performance	Effective	35	45%	180	42%	1754	40%	23	48%	117	46%	1370	43
Q34B4	effectiveness >	of performance	reviews for junior faculty - How effective or	Neither effective nor ineffective	25	33%	110	26%	1101	25%	11	24%	48	19%	615	19
	tenure	reviews	ineffective for you have been the following	Ineffective	9	12%	49	11%	583	13%	3	7%	35	13%	450	14
			at your institution?	Very ineffective	3	4%	25	6%	396	9%	4	9%	21	8%	266	8
				Very effective	2	3%	32	8%	274	7%	8	19%	16	6%	210	7
	policy/practice >	professional	Professional assistance in obtaining	Effective	13	16%	114	28%	951	23%	8	17%	59	24%	682	23
Q34B5	effectiveness >	assistance in	externally funded grants - How effective or	Neither effective nor ineffective	32	41%	113	28%	1176	29%	4	10%	68	27%	734	25
Q0 .D0	research	obtaining grants	ineffective for you have been the following	Ineffective	20	25%	81	20%	886	22%	18	40%	63	25%	678	23
		3 3	at your institution?	Very ineffective	11	14%	61	15%	767	19%	7	15%	44	17%	601	21
				Very effective	4	5%	37	10%	408	10%	3	7%	34	13%	410	14
	policy/practice >	professional	Professional assistance for improving	Effective	30	39%	155	40%	1415	35%	17	41%	111	44%	1165	39
O34B6	effectiveness >	assistance for	teaching - How effective or ineffective for	Neither effective nor ineffective	35	45%	133	34%	1475	36%	11	27%	65	26%	829	28
Q04D0	teaching	improving	you have been the following at your	Ineffective	3	45%	41	11%	504	12%	9	20%	26	10%	365	12
	todorning	teaching	institution?		5	7%	20	5%	254		2		26 17	7%	190	6
				Very ineffective	5	8%	63		779	6% 17%	- 2	4%	46	16%	662	
			Travel funds to present papers or conduct	Very effective	93			15%			12	13%				19
02407	policy/practice >	traval funds	research - How effective or ineffective for	Effective	23	29%	147	34%	1632	36%	12	25%	116	42%	1265	37
Q34B/	effectiveness > research	travel funds	you have been the following at your	Neither effective nor ineffective	17	22%	88	20%	858	19%	9	18%	46	16%	445	13
	resedicii		institution?	Ineffective	12	16%	77	18%	740	16%	12	25%	47	17%	622	18
				Very ineffective	19	25%	54	12%	521	11%	9	18%	24	9%	442	13
							33	12%	457	15%	6	18%	25	15%	425	20
			Paid or unnaid research leave during the	Very effective	1	2%										
	policy/practice >	paid/unpaid	Paid or unpaid research leave during the	Effective	16	37%	68	26%	724	24%	9	27%	56	33%	557	
Q34B8	effectiveness >	paid/unpaid research leave	pre-tenure period - How effective or	Effective Neither effective nor ineffective	16 16	37% 36%	68 78	26% 30%	724 896	24% 30%		27% 25%	56 36	33% 21%	557 428	20
Q34B8		paid/unpaid research leave		Effective	16	37%	68	26%	724	24%	9	27%	56	33%	557	26' 20' 17' 18'



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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							All selecte		All compa		Your ins		All selecte		All compa	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			Paid or unpaid personal leave during the	Very effective	6	13%	18	7%	223	9%	3	11%	25	18%	299	16
00400	policy/practice >	paid/unpaid	pre-tenure period - How effective or	Effective	20	41%	80	33%	594	24%	11	34%	41	29%	546	30
Q34B9	effectiveness > work/home	personal leave	ineffective for you have been the following	Neither effective nor ineffective	21	44%	115	47%	1202	49%	8	25%	40	29%	575	31
	work/nome		at your institution?	Ineffective	0	0%	15	6%	217	9%	6	20%	17	12%	195	11
				Very ineffective	1	2%	15	6%	241	10%	3	10%	17	12%	227	12
			An upper limit on committee assignments	Very effective	9	15%	50	13%	510	14%	4	12%	33	16%	356	14
Q34B1	policy/practice >	upper limit on	for tenure-track faculty - How effective or	Effective	23	39%	155	41%	1191	32%	13	35%	70	33%	697	28
0	effectiveness >	committee	ineffective for you have been the following	Neither effective nor ineffective	15	26%	84	22%	918	25%	8	22%	36	17%	484	20
	tenure	assignments	at your institution?	Ineffective	7	13%	51	14%	615	17%	10	26%	41	20%	477	1
				Very ineffective	5	8%	36	9%	483	13%	2	5%	29	14%	463	1
				Very effective	9	12%	76	19%	892	20%	12	23%	51	22%	643	2
Q34B1	policy/practice >	upper limit on	An upper limit on teaching obligations -	Effective	39	54%	195	48%	1728	39%	23	47%	92	40%	1073	3
1	effectiveness >	teaching	How effective or ineffective for you have	Neither effective nor ineffective	15	21%	63	16%	831	19%	9	17%	39	17%	517	1
'	teaching	obligations	been the following at your institution?	Ineffective	6	8%	52	13%	581	13%	7	13%	31	13%	496	1
				Very ineffective	3	4%	23	6%	353	8%	0	0%	19	8%	335	1
				Very effective	4	5%	26	7%	340	9%	3	5%	11	5%	224	
	policy/practice >	peer reviews of	Peer reviews of teaching or	Effective	31	39%	138	35%	1360	34%	20	39%	86	38%	960	3
Q34B1	effectiveness >	teaching or	research/creative work - How effective or	Neither effective nor ineffective	23	28%	121	31%	1223	31%	16	31%	66	29%	788	2
2	climate/culture	research	ineffective for you have been the following	Ineffective	20	24%	67	17%	679	17%	8	15%	44	19%	541	1
			at your institution?	Very ineffective	4	4%	37	9%	378	10%	6	11%	22	10%	308	1
				Very effective	2	6%	6	4%	110	5%	0	0%	4	5%	101	
	naliau/araatiaa		Children Haw effective or ineffective for	Effective	3	7%	22	13%	281	14%	3	13%	14	15%	195	1
Q34B1	policy/practice > effectiveness >	childcare	Childcare - How effective or ineffective for you have been the following at your	Neither effective nor ineffective	12	35%	56	34%	806	39%	4	17%	13	15%	343	2
3	work/home	crilideare	institution?	Ineffective	7	20%	38		376	18%	5	24%		30%		1
	Wondhome		mondation:		-			23%					27		257	
				Very ineffective	11	32%	44	26%	494	24%	9	46%	31	35%	490	3
				Very effective	0	0%	3	3%	114	6%	0	0%	3	7%	61	
Q34B1	policy/practice >	financial	Financial assistance with housing - How	Effective	2	13%	5	4%	197	10%	0	0%	1	2%	91	
4	effectiveness >	assistance with	effective or ineffective for you have been	Neither effective nor ineffective	5	36%	57	52%	661	35%	3	30%	19	47%	349	3
	compensation	housing	the following at your institution?	Ineffective	3	18%	14	12%	300	16%	3	32%	3	7%	159	1
				Very ineffective	5	33%	31	28%	627	33%	4	38%	15	37%	348	3
			Other than already for a constant and the offersity.	Very effective	6	16%	47	21%	307	15%	8	25%	52	32%	422	2
Q34B1	policy/practice >		Stop-the-clock for parental or other family reasons - How effective or ineffective for	Effective	17	48%	92	41%	607	30%	12	36%	72	45%	582	3
5	effectiveness >	stop-the-clock	you have been the following at your	Neither effective nor ineffective	7	21%	60	27%	743	37%	9	26%	24	15%	386	2
J	work/home		institution?	Ineffective	5	15%	12	5%	163	8%	3	9%	7	4%	140	
			mondation.	Very ineffective	0	0%	14	6%	204	10%	1	4%	6	4%	153	
				Very effective	1	3%	32	12%	194	8%	2	7%	33	19%	193	1
	policy/practice >		Spousal/partner hiring program - How	Effective	8	24%	75	28%	468	20%	4	14%	37	21%	276	1
Q34B1	effectiveness >	spousal/partner	effective or ineffective for you have been	Neither effective nor ineffective	13	35%	70	26%	731	31%	8	28%	29	16%	395	2
6	work/home	hiring program	the following at your institution?	Ineffective	6	16%	41	15%	417	17%	5	19%	35	20%	260	1
				Very ineffective	8	22%	50	19%	576	24%	9	32%	40	23%	439	2
				Very effective	0	0%	N/A	N/A	5	2%	1	15%	N/A	N/A	6	
	naliau/araatiaa		Elder care - How effective or ineffective for	Effective	1	10%	N/A	N/A	26	8%	1	11%	N/A	N/A	19	1
Q34B1	policy/practice > effectiveness >	elder care	you have been the following at your		7	78%	N/A		242	73%	4	44%	N/A	N/A	81	Ę
7	work/home	eidei care	institution?	Neither effective nor ineffective	0			N/A			1					
	WOINTIONIE		manualion:	Ineffective	0	0%	N/A	N/A	33	10%		11%	N/A	N/A	24	1
				Very ineffective	1	12%	N/A	N/A	27	8%	2	20%	N/A	N/A	31	1
				Very effective	0	0%	N/A	N/A	76	8%	0	0%	N/A	N/A	56	1
Q34B1	policy/practice >		Tuition waivers - How effective or	Effective	1	5%	N/A	N/A	264	29%	3	18%	N/A	N/A	180	3
8	effectiveness >	tuition waivers	ineffective for you have been the following	Neither effective nor ineffective	2	11%	N/A	N/A	186	21%	4	23%	N/A	N/A	110	2
	compensation		at your institution?	Ineffective	3	16%	N/A	N/A	150	17%	2	10%	N/A	N/A	93	1
				Very ineffective	12	68%	N/A	N/A	218	24%	8	49%	N/A	N/A	113	2
			NA - difficult distinct for a constant or sale or formity.	Very effective	1	6%	N/A	N/A	34	5%	1	6%	N/A	N/A	56	1
00 4 D 4	policy/practice >	modified duties		Effective	10	39%	N/A	N/A	168	26%	3	23%	N/A	N/A	127	2
Q34B1 9	effectiveness >	for parental or other family	reasons - How effective or ineffective for	Neither effective nor ineffective	8	32%	N/A	N/A	274	42%	3	22%	N/A	N/A	110	2
9	work/home	reasons	you have been the following at your institution?	Ineffective	5	19%	N/A	N/A	106	16%	3	23%	N/A	N/A	84	
		reasons	manualion:	Very ineffective	1	4%	N/A	N/A	74	11%	4	26%	N/A	N/A	81	
				Very effective	0	0%	N/A	N/A	4	1%	0	0%	N/A	N/A	8	_
	policy/practice >		Part-time tenure-track position - How	Effective	0	0%	N/A	N/A	45	13%	1	15%	N/A	N/A	22	1
Q34B2	policy/practice > effectiveness >	part-time tenure-	effective or ineffective for you have been	Neither effective nor ineffective	9	83%	N/A	N/A	236	66%	3	55%	N/A	N/A	81	5
0	work/home	track position	the following at your institution?	Ineffective	0	0%	N/A	N/A	39	11%	0	0%	N/A N/A	N/A	20	1
				Very ineffective	2	17%	N/A	N/A	34	9%	2	30%	N/A	N/A	32	
		institution makes	My institution does what it can to make	Strongly agree	7	10%	47	16%	412	13%	7	15%	29	14%	312	1
	policy/practice >	having children	naving children and the tenure-track	Somewhat agree	30	46%	102	34%	977	30%	13	30%	65	31%	682	2
			compatible - Please indicate your level of	Neither agree nor disagree	11	17%	71	23%	834	26%	5	11%	34	16%	376	1
Q35A	work/home	and tenure-mark														
Q35A	work/home	and tenure-track compatible	agreement or disagreement with the following statements:	Somewhat disagree	16	25%	45	15%	612	19%	12	27%	48	23%	595	2



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

GENDER

Surve	y Administratio	n 2008-09					MAL						FEMA			
							All selecte		All compa		Your ins		All selecte		All comp	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
		institution makes	My institution does what it can to make	Strongly agree	4	6%	42	14%	326	10%	3	7%	15	7%	185	7
0050	policy/practice >	raising children	raising children and the tenure-track	Somewhat agree	27	42%	88	29%	885	27%	11	27%	62	29%	587	23
Q35B	work/home	and tenure-track	compatible - Please indicate your level of agreement or disagreement with the	Neither agree nor disagree	17	26%	72 68	23% 22%	926 737	28% 22%	7 13	17% 32%	45 53	21% 25%	496 702	20° 28°
		compatible	following statements:	Somewhat disagree	14	21%					7					
				Strongly disagree	3	5% 33%	39 80	13% 25%	453 886	14% 26%	11	17% 26%	41	19% 25%	569	22
		colleagues make	My departmental colleagues do what they	Strongly agree	22 24		80 112	25% 35%	1090	32%		26%	52 75	25% 36%	658	32
Q35C	policy/practice >	having children	can to make having children and the tenure-track compatible - Please indicate	Somewhat agree	14	36% 21%	73	23%	823	24%	12 9	19%	42	20%	834 494	19
QSSC	work/home	and tenure-track	your level of agreement or disagreement	Neither agree nor disagree Somewhat disagree	6	9%	32	10%	366	11%	8	17%	19	9%	336	13
		compatible	with the following statements:	Strongly disagree	1	2%	23	7%	244	7%	5	12%	21	10%	271	10
					22	33%	85	26%	869	25%	13	29%	41	19%	615	23
		colleagues make	My departmental colleagues do what they	Strongly agree Somewhat agree	25	37%	107	33%	1130	32%	10	23%	81	39%	834	3
Q35D	policy/practice >	raising children	can to make raising children and the tenure-track compatible - Please indicate	Neither agree nor disagree	15	23%	74	23%	855	24%	11	24%	46	22%	515	2
QSSD	work/home	and tenure-track	your level of agreement or disagreement	Somewhat disagree	3	23% 5%	43	13%	389	11%	7	16%	21	10%	401	1
		compatible	with the following statements:	•	3	2%	43 19			7%	4	9%	22	10%	273	1
				Strongly disagree	38	49%	N/A	6% N/A	249 814	37%	19	38%	N/A	N/A	569	3
		colleagues are	My colleagues are respectful of my efforts	Strongly agree												
OSEE	policy/practice >	respectful of	to balance work and home responsibilities -	Somewhat agree	22	28%	N/A	N/A	719	33%	10	21%	N/A	N/A	516	3
Q35E	work/home	efforts to balance	Please indicate your level of agreement	Neither agree nor disagree	11	14%	N/A	N/A	373	17%	12	25%	N/A	N/A	309	1
		work/home	with the following statements:	Somewhat disagree	6	8%	N/A	N/A	173	8%	7	14%	N/A	N/A	202	1
				Strongly disagree	1	1%	N/A	N/A	107	5%	1	2%	N/A	N/A	120	
				Very satisfied	7	8%	58	13%	660	13%	7	12%	33	11%	451	1
	policy/practice >		How satisfied or dissatisfied are you with	Satisfied	45	52%	183	40%	1843	38%	24	42%	115	40%	1366	3
Q36	compensation	compensation	your compensation (that is, your salary and		14	17%	66	14%	698	14%	11	19%	40	14%	466	1
	•		benefits)?	Dissatisfied	17	20%	103	22%	1154	24%	9	16%	76	26%	909	2
				Very dissatisfied	2	3%	51	11%	543	11%	7	11%	26	9%	425	1
		ability to balance		Very satisfied	8	10%	35	8%	441	9%	2	3%	11	4%	203	
	policy/practice >	between	now satisfied of dissatisfied are you with	Satisfied	36	43%	169	37%	1679	34%	12	20%	79	27%	994	2
Q37	work/home	professional and	the balance between professional time and	Neither satisfied nor dissatisfied	16	19%	104	23%	923	19%	17	29%	56	19%	576	1
		personal time	personal or family time?	Dissatisfied	16	20%	99	22%	1311	27%	24	42%	86	29%	1166	3
		,		Very dissatisfied	7	9%	51	11%	551	11%	3	6%	58	20%	675	1
			The fairness with which your immediate	Very satisfied	38	47%	169	39%	1881	42%	20	38%	114	41%	1398	4
	alimata aultura	fairness of	supervisor evaluates your work - Please	Satisfied	31	38%	186	42%	1585	35%	21	39%	99	36%	1073	3
Q38A	climate, culture, collegiality	immediate supervisor's	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	7	9%	40	9%	479	11%	6	11%	23	8%	336	1
	concigianty	evaluations	dissatisfaction with the following aspects of	Dissatisfied	5	6%	30	7%	335	7%	5	10%	28	10%	340	1
		Ovaldationo	your workplace:	Very dissatisfied	0	0%	14	3%	240	5%	1	1%	14	5%	205	
			The interest tenured faculty take in your	Very satisfied	22	26%	109	24%	1224	25%	10	18%	81	28%	921	2
	alimata aultura	interest tenured	professional development - Please indicate	Satisfied	33	38%	167	37%	1607	33%	19	34%	79	27%	1127	3
Q38B	climate, culture, collegiality	faculty take in your professional	your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	14	16%	71	16%	837	17%	13	23%	60	21%	581	1
	collegiality	development	with the following aspects of your	Dissatisfied	14	17%	66	15%	725	15%	9	17%	38	13%	568	1
		development	workplace:	Very dissatisfied	3	3%	39	9%	439	9%	5	9%	33	11%	402	1
				Very satisfied	22	26%	106	23%	1177	25%	8	14%	62	22%	723	2
		opportunities to	Your opportunities to collaborate with	Satisfied	42	49%	149	33%	1405	30%	15	27%	72	26%	920	2
Q38C	climate, culture,	collaborate with	tenured faculty - Please indicate your level	Neither satisfied nor dissatisfied	9	11%	94	21%	971	21%	15	27%	49	18%	659	1
	collegiality	tenured faculty	of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	9	11%	64	14%	725	15%	12	22%	53	19%	667	1
			following aspects of your workplace.	Very dissatisfied	3	3%	38	8%	449	10%	5	10%	44	16%	455	1
				Very satisfied	23	28%	N/A	N/A	425	24%	9	16%	N/A	N/A	327	2
			The value faculty in your department place	Satisfied	30	36%	N/A	N/A	643	37%	24	42%	N/A	N/A	489	3
Q38D	climate, culture,		on your work - Please indicate your level of	Neither satisfied nor dissatisfied	22	26%	N/A	N/A	368	21%	13	23%	N/A	N/A	287	2
	collegiality	place on your	satisfaction or dissatisfaction with the	Dissatisfied	4	5%	N/A	N/A	193	11%	8	14%	N/A	N/A	208	1
		work	following aspects of your workplace:	Very dissatisfied	4	5%	N/A	N/A	130	7%	3	6%	N/A	N/A	122	
			The	Very satisfied	24	28%	104	23%	1231	25%	10	17%	67	23%	844	2
		amount of	The amount of professional interaction you have with tenuredcolleagues in your	Satisfied	36	42%	184	40%	1636	34%	23	40%	91	32%	1125	3
Q39A	climate, culture,	professional interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	19	22%	78	17%	839	17%	8	14%	48	17%	613	1
QUUN	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	6	7%	60	13%	740	15%	12	21%	51	18%	631	1
		colleagues	following aspects of your workplace:		2						4					
				Very dissatisfied	20	2% 23%	34	7%	405 1288	8% 27%	4	8%	30	10%	363 966	1
		amount of	The amount of personal interaction you	Very satisfied			115	26%			11	20%	74	26%		2
OSOB	climate, culture,	personal interaction with	have with tenured colleagues in your	Satisfied	30	35%	169	37%	1742	36%	17	31%	95	33%	1243	3
Q39B	collegiality	tenured	department - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	24	27%	101	22%	1028	21%	12	21%	64	22%	745	2
		colleagues	following aspects of your workplace:	Dissatisfied	10	12%	45	10%	479	10%	12	21%	34	12%	400	1
				Very dissatisfied	3	4%	21	5%	270	6%	4	7%	22	8%	215	
		amount of	The amount of professional interaction you	Very satisfied	25	30%	133	30%	1460	31%	13	24%	83	29%	1071	3
	climate, culture,	professional	have with pre-tenure colleagues in your	Satisfied	36	43%	196	44%	1890	40%	28	50%	111	39%	1388	4
Q39C	collegiality	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	14	16%	79	18%	828	17%	11	20%	46	16%	552	1
						00/	27	00/	404	00/	3	EO/	20	10%	250	1
	,	pre-tenure colleagues	satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	6	8%	27	6%	401	8%	3	5%	30	10%	359	

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MALES



The Collaborative on Academic Careers in Higher Education

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FEMALES

Surve	y Administratio	n 2008-09					MAL						FEMA	LES		
					Your inst		All selecte		All compa		Your inst		All selecte	•	All compa	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
		amount of	The amount of personal interaction you	Very satisfied	22	27%	150	34%	1590	34%	16	30%	102	36%	1279	37%
	climate, culture,	personal	have with pre-tenure colleagues in your	Satisfied	30	36%	184	42%	1847	39%	26	47%	103	36%	1277	36%
Q39D	collegiality	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	19	23%	74	17%	835	18%	8	15%	52	18%	585	17%
	,	pre-tenure colleagues	satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	10	12%	25	6%	345	7%	4	8%	21	7%	256	7%
		colleagues	following aspects of your workplace.	Very dissatisfied	2	3%	9	2%	120	3%	0	0%	9	3%	101	3%
			How well you fit (e.g., your sense of	Very satisfied	26	30%	144	31%	1665	34%	15	26%	92	32%	1219	34%
	climate, culture,		belonging, your comfort level) in your	Satisfied	33	40%	172	37%	1704	35%	19	34%	92	32%	1193	33%
Q40	collegiality	how well you fit		Neither satisfied nor dissatisfied	13	16%	65	14%	652	13%	14	25%	40	14%	462	13%
	, ,		satisfaction or dissatisfaction with the	Dissatisfied	10	12%	45	10%	531	11%	6	11%	37	13%	447	12%
			following aspects of your workplace:	Very dissatisfied	2	2%	35	8%	322	7%	3	5%	31	11%	287	8%
			The intellectual vitality of the tenured	Very satisfied	17	20%	98	21%	1175	24%	10	18%	66	23%	886	25%
	climate, culture,		colleagues in your department - Please	Satisfied	36	42%	147	32%	1570	33%	22	39%	80	28%	1094	31%
Q41	collegiality	of tenured	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	16	19%	96	21%	807	17%	12	21%	62	22%	591	17%
	, ,	colleagues	dissatisfaction with the following aspects of	Dissatisfied	13	15%	81	18%	764	16%	7	13%	49	17%	605	17%
			your workplace:	Very dissatisfied	3	4%	36	8%	511	11%	5	9%	27	9%	394	11%
				Very satisfied	26	31%	N/A	N/A	560	32%	20	36%	N/A	N/A	490	35%
	climate, culture,	intellectual vitality	The intellectual vitality of pre-tenure faculty	Satisfied	43	51%	N/A	N/A		44%	26	46%	N/A	N/A	575	41%
Q41A	collegiality		in your department	Neither satisfied nor dissatisfied	11	14%	N/A	N/A		16%	8	15%	N/A	N/A	247	18%
		colleagues	,	Dissatisfied	1	1%	N/A	N/A	93	5%	2	3%	N/A	N/A	55	4%
				Very dissatisfied	3	4%	N/A	N/A	33	2%	0	0%	N/A	N/A	35	3%
				Very satisfied	15	19%	N/A	N/A	332	20%	10	19%	N/A	N/A	318	23%
	climate, culture,	participation in	Opportunities for participation, appropriate	Satisfied	31	41%	N/A	N/A	706	42%	28	52%	N/A	N/A	533	39%
Q41B	collegiality	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	26	34%	N/A	N/A	437	26%	14	25%	N/A	N/A	372	27%
	concegianty	institution	institution	Dissatisfied	3	4%	N/A	N/A	134	8%	1	2%	N/A	N/A	87	6%
				Very dissatisfied	2	2%	N/A	N/A	71	4%	1	2%	N/A	N/A	57	4%
				Very satisfied	23	28%	N/A	N/A	473	27%	15	27%	N/A	N/A	394	28%
	alimata aultura	participation in	Opportunities for participation, appropriate	Satisfied	36	44%	N/A	N/A	753	43%	28	50%	N/A	N/A	576	41%
Q41C	climate, culture, collegiality	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	16	20%	N/A	N/A	330	19%	9	17%	N/A	N/A	259	18%
	conegianty	department	department	Dissatisfied	4	5%	N/A	N/A	118	7%	2	4%	N/A	N/A	110	8%
				Very dissatisfied	3	4%	N/A	N/A	78	4%	1	2%	N/A	N/A	77	5%
				Strongly agree	35	41%	N/A	N/A	1208	48%	30	52%	N/A	N/A	886	45%
	-1:	on the whole,	On the whole, my institution is collegial -	Somewhat agree	40	47%	N/A	N/A	857	34%	19	33%	N/A	N/A	663	34%
Q42	climate, culture, collegiality	institution is	Please indicate your level of agreement or disagreement with the following	Neither agree nor disagree	5	6%	N/A	N/A	165	7%	1	2%	N/A	N/A	140	7%
	conegianty	collegial	statements.	Somewhat disagree	5	6%	N/A	N/A	200	8%	7	12%	N/A	N/A	181	9%
			State-memory.	Strongly disagree	0	0%	N/A	N/A	113	4%	1	2%	N/A	N/A	103	5%
				Very satisfied	28	33%	138	30%	1566	32%	17	30%	84	29%	1165	32%
	alahal	denominant on a	All things considered, how satisfied or	Satisfied	39	46%	217	47%	2129	44%	26	45%	136	47%	1487	41%
Q45A	global satisfaction	department as a place to work	dissatisfied are you with your department	Neither satisfied nor dissatisfied	10	12%	45	10%	524	11%	7	11%	25	9%	355	10%
	Satisfaction	place to work	as a place to work?	Dissatisfied	6	7%	44	10%	461	9%	7	12%	30	10%	405	11%
				Very dissatisfied	2	2%	16	3%	212	4%	1	2%	13	4%	185	5%
				Very satisfied	14	17%	85	19%	927	19%	9	17%	42	14%	649	18%
	-1-1-1		All things considered, how satisfied or	Satisfied	46	54%	225	49%	2290	47%	25	43%	139	48%	1723	48%
Q45B	global satisfaction	institution as a place to work	dissatisfied are you with your institution as	Neither satisfied nor dissatisfied	19	22%	81	18%	831	17%	13	22%	48	16%	601	17%
	SaliSiaCliOii	place to work	a place to work?	Dissatisfied	6	6%	51	11%	607	12%	9	17%	45	15%	472	13%
				Very dissatisfied	0	0%	19	4%	236	5%	1	1%	16	5%	156	4%
				Chancellor	13	21%	66	21%	285	8%	8	22%	36	18%	271	10%
				President	1	2%	30	9%	632	17%	1	2%	35	18%	558	21%
0404	global	chief academic	Who serves as the chief academic officer	Vice President for Academic Affairs	1	2%	9	3%	263	7%	1	2%	11	6%	179	7%
Q46A	satisfaction	officer	at your institution?	Academic Dean	5	8%	24	8%	471	13%	2	5%	10	5%	304	11%
				Provost	43	67%	191	60%	2017	54%	26	69%	103	53%	1361	50%
				Other	0	0%	0	0%	43	1%	0	0%	1	0%	34	1%
				Strongly agree	10	23%	44	18%	513	17%	4	12%	29	20%	369	17%
		CAO cares about	The person who serves as the chief	Somewhat agree	13	29%	74	31%	888	30%	9	32%	46	31%	615	28%
Q46B	global	quality of life for	academic officer at my institution seems to	Neither agree nor disagree	11	25%	57	24%	816	27%	6	20%	30	20%	519	24%
۵.00	satisfaction	pre-tenure faculty	, care about the quality of life for junior	Somewhat disagree	9	20%	44	18%	439	15%	7	23%	26	18%	374	17%
			faculty.	Strongly disagree	1	20%	22	9%	349	12%	4	13%	16	11%	284	13%
				For the rest of my career	19	23%	51	12%	717	16%	9	18%	33	13%	585	18%
	global	how long will	Assuming you achieve tenure, how long do		38	46%	176	42%	2072	46%	26	50%	113	44%	1459	45%
Q47	satisfaction	remain at	you plan to remain at your institution?			10%	70	42% 17%	601	13%	∠6 6	12%	49	19%	1459 469	45% 14%
	oauoid6li011	institution	you plan to remain at your institution?	For no more than 5 years after earning	8 17								49 59			
				I haven't thought that far ahead		21%	123	29%	1126	25%	10	19%		23%	750	23%
			Why do you plan to remain at your	Prefer to work at another academic in	3	41%	N/A	N/A	157	75%	4	56%	N/A	N/A	97	62%
		wny you pian to	vriy do you pian to remain at your													
Q47B	global		Why do you plan to remain at your institution for no more than five years after	Prefer to work in private industry	1	19%	N/A	N/A	5	2%	0	0%	N/A	N/A	2	
Q47B	global satisfaction	remain no more		Prefer to work in private industry Prefer to work in government Other	1 1 2	19% 14% 27%	N/A N/A N/A	N/A N/A N/A		2% 1% 21%	0 3	0% 0% 44%	N/A N/A N/A	N/A N/A	0 59	1% 0% 37%





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Survey	global satisfaction global satisfaction global satisfaction decomposition global satisfaction decomposition global recommend global satisfaction deargement as position global satisfaction global satisfaction deargement as position global satisfaction glo	•				MAL	ES					FEMA	LES			
-					Your inst	itution	All selecte	d peers	All compa	arables	Your inst	itution	All selecte	d peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
	global would again choose to work		Strongly agree	45	54%	191	43%	2063	43%	26	46%	116	43%	1528	44%	
	-1-1-1	satisfaction choose to work at this institution	If I ameliate to the later to the second sec	Somewhat agree	25	30%	143	32%	1517	32%	12	22%	85	32%	1107	32%
Q48	global satisfaction would again choose to work at this institution global would recommend department as a place to work global overall rating of	t If I could do it over, I would again choose to to work at this institution.	Neither agree nor disagree	6	7%	48	11%	503	11%	11	20%	21	8%	310	9%	
		this institution	to to work at this institution.	Somewhat disagree	7	8%	39	9%	421	9%	7	12%	30	11%	333	10%
				Strongly disagree	2	2%	20	5%	256	5%	0	0%	17	6%	183	5%
			If a candidate for a tenure-track faculty	Strongly recommend dept	47	56%	227	51%	2244	47%	29	52%	136	49%	1654	48%
Q49			position asked you about your department	Recommend with reservations	36	42%	198	44%	2175	46%	26	46%	127	46%	1586	46%
		place to work	as a place to work, would you:	Not recommend dept	2	2%	23	5%	317	7%	1	1%	14	5%	230	7%
				Great	20	23%	99	22%	961	20%	12	20%	45	16%	610	17%
			Harrista con and a constitution of a state of	Good	55	64%	225	50%	2361	49%	24	43%	144	50%	1734	49%
Q50			How do you rate your institution as a place for junior faculty to work?	So-so	11	12%	115	25%	1153	24%	18	32%	77	27%	914	26%
	SaliSiaction	msutution	for junior faculty to work?	Bad	0	0%	6	1%	232	5%	3	5%	15	5%	204	6%
				Awful	1	1%	9	2%	120	2%	0	0%	6	2%	81	2%



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RACE/ETHNICITY

	y Administratio				Your ins		HITE FA All selecte		All compa	arables	Your ins	titution	All selecte	d peers	All comp	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
110111	0.000	7,0,770	docompacin	Very clear	24	23%	100	18%	1232	19%	9	23%	49	20%	481	209
				Fairly clear	61	57%	305	56%	3325	52%	24	60%	140	56%	1225	509
Q19	tenure practices	tenure process	I find the tenure process in my department	Neither clear nor unclear	11	10%	59	11%	773	12%	4	10%	37	15%	380	169
	overall	•	to be	Fairly unclear	10	9%	56	10%	745	12%	3	7%	17	7%	252	109
				Very unclear	1	1%	25	5%	340	5%	0	0%	7	3%	109	4
				Very clear	17	16%	91	17%	1104	17%	8	19%	42	17%	410	17
			16.10.4	Fairly clear	64	60%	288	53%	3236	50%	22	56%	137	55%	1214	50
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be	Neither clear nor unclear	14	13%	69	13%	850	13%	7	17%	37	15%	412	17
	Overall		evaluated) in my department to be	Fairly unclear	9	8%	57	10%	833	13%	3	8%	25	10%	285	12
				Very unclear	3	3%	39	7%	391	6%	0	0%	8	3%	127	5
				Very clear	10	9%	60	11%	681	11%	3	6%	33	13%	304	12
	tonuro procticos		I find the tenure standards (the	Fairly clear	57	53%	244	45%	2675	42%	20	50%	107	43%	1032	42
Q21	tenure practices overall	tenure standards	performance threshold) in my department	Neither clear nor unclear	18	17%	101	18%	1252	20%	11	27%	62	25%	547	22
	Overall		to be	Fairly unclear	17	16%	87	16%	1196	19%	4	10%	35	14%	381	16
				Very unclear	5	5%	53	10%	599	9%	3	6%	12	5%	175	7
				Very clear	18	17%	75	14%	946	15%	15	38%	43	17%	344	14
	4		I find the body of evidence that will be	Fairly clear	51	48%	264	49%	2921	46%	15	39%	115	47%	1109	46
Q22	tenure practices overall	tenure body of evidence	considered in making my tenure decision	Neither clear nor unclear	24	22%	101	19%	1230	19%	5	13%	59	24%	527	22
	Overall	eviderice	to be	Fairly unclear	12	11%	71	13%	902	14%	4	11%	22	9%	320	13
				Very unclear	2	2%	29	5%	387	6%	0	0%	8	3%	122	5
				Very clear	17	17%	79	15%	1115	18%	12	30%	48	19%	427	18
	4		NA	Fairly clear	52	50%	228	42%	2751	43%	16	39%	92	37%	970	41
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve	Neither clear nor unclear	26	25%	144	27%	1465	23%	7	18%	71	29%	642	27
	overall	achieving tenure	teriure is	Fairly unclear	6	6%	54	10%	669	11%	4	11%	27	11%	234	10
				Very unclear	3	3%	37	7%	356	6%	1	2%	7	3%	116	5
				Very clear	21	20%	102	19%	1267	20%	11	26%	64	26%	593	24
	tenure		A scholar - Is what's expected in order to	Fairly clear	61	57%	276	51%	3162	50%	20	49%	133	54%	1202	50
Q24A		expectations >	earn tenure CLEAR to you regarding your	Neither clear nor unclear	16	15%	68	12%	801	13%	6	15%	28	11%	301	12
	clarity	clarity > scholar	performance as:	Fairly unclear	7	6%	78	14%	911	14%	4	10%	19	8%	249	10
				Very unclear	2	2%	21	4%	247	4%	0	0%	3	1%	82	3
				Very clear	20	19%	75	14%	1095	17%	6	14%	42	17%	421	18
	tenure		A teacher - Is what's expected in order to	Fairly clear	51	49%	251	47%	3116	49%	19	47%	114	47%	1196	509
Q24B	expectations:	expectations >	earn tenure CLEAR to you regarding your	Neither clear nor unclear	22	21%	95	18%	1068	17%	12	31%	56	23%	447	199
	clarity	clarity > teacher	performance as:	Fairly unclear	7	7%	91	17%	843	13%	4	9%	24	10%	267	119
				Very unclear	4	4%	19	4%	203	3%	0	0%	10	4%	74	3
				Very clear	12	12%	43	8%	573	10%	4	11%	29	12%	262	11
	tenure		An advisor to students - Is what's expected	·	34	35%	157	31%	1818	31%	16	40%	84	36%	783	34
Q24C	expectations:	expectations >	in order to corn tonure CLEAR to you	Neither clear nor unclear	29	29%	142	28%	1701	29%	14	35%	73	31%	717	31
	clarity	clarity > advisor	regarding your performance as:	Fairly unclear	19	19%	106	21%	1304	22%	3	8%	31	13%	397	179
				Very unclear	4	4%	63	12%	543	9%	3	7%	20	8%	154	7
				Very clear	5	4%	40	8%	600	10%	5	14%	26	11%	258	119
	tenure	expectations >	A colleague in your department - Is what's	Fairly clear	46	43%	182	34%	2239	36%	11	29%	81	33%	833	359
Q24D	expectations:	clarity >	expected in order to earn tenure CLEAR to		33	31%	142	27%	1591	25%	16	42%	78	32%	680	29
	clarity	colleague in	you regarding your performance as:	Fairly unclear	17	16%	111	21%	1277	20%	2	5%	33	14%	426	189
		department		Very unclear	5	5%	60	11%	581	9%	4	11%	25	10%	186	8
				Very clear	5	5%	28	5%	430	7%	2	6%	17	7%	189	8
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly clear	31	30%	118	23%	1783	29%	9	23%	62	25%	679	29
Q24E	expectations:	clarity > campus		Neither clear nor unclear	30	29%	152	29%	1755	28%	17	44%	97	39%	792	34
	clarity	citizen	regarding your performance as:	Fairly unclear	27	26%	139	27%	1502	24%	6	14%	45	19%	458	20
				Very unclear	11	11%	85	16%	737	12%	5	13%	23	10%	218	9
				Very clear	5	5%	24	5%	345	6%	3	7%	14	6%	167	7
	tenure	expectations >	A member of the broader community - Is	Fairly clear	40	39%	118	23%	1447	24%	15	37%		28%	619	27
Q24F	expectations:	clarity > member	what's expected in order to earn tenure	Neither clear nor unclear	22	21%	150	29%	1802	30%	11	27%	85	37%	802	35
	clarity	of community	CLEAR to you regarding your performance	Fairly unclear	27	26%	135	26%	1592	26%	8	19%	42	18%	460	20
	•	,	as:	Very unclear	9	9%	84	16%	905	15%	4	10%	25	11%	250	11
				Very reasonable	23	22%	110	20%	1511	24%	7	18%	38	15%	557	23
	tenure	expectations >	A scholar - Is what's expected in order to	Fairly reasonable	57	54%	237	43%	2625	42%	24	59%	132	53%	1062	44
Q25A			earn tenure REASONABLE to you	Neither reasonable nor unreasonable		18%	115	21%	1236	20%	7	16%		20%	495	21
	reasonableness	> scholar	regarding your performance as:	Fairly unreasonable	7	7%	62	11%	717	11%	2	4%	21	9%	214	9
			<u> </u>	Very unreasonable	0	0%	21	4%	230	4%	1	4%	8	3%	82	3
				Very reasonable	25	24%	125	24%	1769	28%	5	12%	53	21%	521	22
	tenure	evnectations -	A teacher - Is what's expected in order to	Fairly reasonable	49	48%	210	40%	2508	40%	18	45%		41%	1063	45
Q25B	expectations:		earn tenure REASONABLE to you	Neither reasonable nor unreasonable		24%	157	30%	1434	23%	15	37%		31%	585	24
طحات	reasonableness	> teacher	regarding your performance as:	Fairly unreasonable	4	4%	21	30% 4%	409	23% 7%	2	57% 6%		5%	168	7
	. 5005 001011033	- 1000101	g sang jour ponomiumo do.	-												
				Very unreasonable	0	0%	16	3%	131	2%	0	0%	5	2%	52	2

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WHITE FACULTY



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

RACE/ETHNICITY

FACULTY OF COLOR

		11 2006-09			Your inst	itution	All selecte	d peers	All compa	arables	Your ins	titution	All selecte	1		arahle
item	theme	name	description	response scale	Count	%	Count	w peers	Count	%	Count	%	Count	%	Count	% %
	2.5/110	amo		Very reasonable	18	18%	63	12%	1056	18%	7	16%	35	15%	373	16
	tenure	evnectations >	An advisor to students - Is what's expected		32	33%	139	27%	1671	29%	17	42%	80	34%	731	32
Q25C	expectations:		in order to earn tenure REASONABLE to	Neither reasonable nor unreasonable		42%	266	52%	2592	45%	17	42%	106	45%	949	42
	reasonableness	> advisor	you regarding your performance as:	Fairly unreasonable	6	6%	30	6%	353	6%	0	0%	7	3%	160	7
			, , , , ,	Very unreasonable	0	0%	13	3%	140	2%	0	0%	9	4%	63	3
				Very reasonable	12	11%	78	15%	1223	20%	3	8%	36	15%	388	16
	tenure		A colleague in your department - Is what's	Fairly reasonable	37	35%	157	29%	1885	31%	13	33%	73	30%	753	32
Q25D	expectations:		expected in order to earn tenure	Neither reasonable nor unreasonable		49%	251	47%	2541	41%	21	53%	118	48%	978	42
	reasonableness	> colleague in	REASONABLE to you regarding your	Fairly unreasonable	4	4%	31	6%	355	6%	2	5%	9	4%	166	7
		department	performance as:	Very unreasonable	1	1%	19	4%	171	3%	0	0%	9	4%	71	3
				Very reasonable	8	8%	50	10%	880	14%	5	12%	27	11%	289	13
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly reasonable	27	26%	99	19%	1569	26%	9	24%	51	21%	630	2
Q25E	expectations:		order to earn tenure REASONABLE to you			66%	349	67%	3234	53%	23	59%	152	62%	1188	5
			regarding your performance as:	Fairly unreasonable	0	0%	12	2%	275	5%	2	6%	8	3%	132	(
				Very unreasonable	0	0%	11	2%	120	2%	0	0%	6	2%	61	;
				Very reasonable	8	8%	42	8%	756	13%	3	7%	21	9%	260	12
	tenure		A member of the broader community - Is	Fairly reasonable	37	36%	113	22%	1383	23%	15	36%	59	25%	595	26
Q25F	expectations:	reasonableness		Neither reasonable nor unreasonable		53%	330	65%	3417	58%	22	53%	130	56%	1207	54
	reasonableness	> member of	REASONABLE to you regarding your	Fairly unreasonable	2	2%	15	3%	274	5%	2	4%	11	5%	139	
		community	performance as:	Very unreasonable	1	1%	12	2%	108	2%	0	0%	10	4%	53	
		consistent		Strongly agree	23	22%	100	19%	1119	18%	5	12%	58	25%	475	20
			I have received consistent messages from	Somewhat agree	41	39%	215	40%	2020	32%	19	46%	84	35%	730	3
Q26	tenure practices	tenure from	senior colleagues about the requirements	Neither agree nor disagree	10	9%	41	8%	553	9%	5	12%	30	13%	259	1
	overall	tenured	for tenure.	Somewhat disagree	25	24%	111	21%	1433	23%	11	27%	37	16%	507	2
		colleagues		Strongly disagree	6	6%	70	13%	1149	18%	2	4%	28	12%	365	10
				Strongly agree	39	39%	173	35%	1856	31%	11	28%	94	40%	708	3
		tenure decisions	In my opinion, tenure decisions here are	Somewhat agree	36	36%	191	39%	2253	37%	18	47%	80	34%	789	3
Q27A	tenure practices	based on	made primarily on performance-based	Neither agree nor disagree	10	9%	50	10%	691	11%	3	7%	27	11%	323	1-
	overall	performance	criteria rather than on non-performance	Somewhat disagree	11	11%	50	10%	781	13%	6	15%	21	9%	275	1:
			criteria.	Strongly disagree	4	4%	33	7%	463	8%	2	4%	14	6%	195	
				Very satisfied	20	19%	96	18%	1387	22%	12	30%	66	27%	601	25
		way you spend	The way you spend your time as a faculty	Satisfied	59	55%	287	53%	3188	50%	21	52%	119	49%	1181	49
Q28	nature of work	your time as a	member - Please indicate your level of	Neither satisfied nor dissatisfied	10	9%	52	10%	589	9%	1	3%	28	12%	268	11
	overall	faculty member	satisfaction or dissatisfaction with the	Dissatisfied	17	16%	90	17%	963	15%	4	11%	28	12%	307	13
			following:	Very dissatisfied	1	1%	17	3%	202	3%	2	4%	2	1%	60	2
				Very satisfied	15	14%	N/A	N/A	509	15%	7	18%	N/A	N/A	247	19
		number of hours	The number of hours you work as a faculty	Satisfied	50	47%	N/A	N/A	1530	45%	19	49%	N/A	N/A	570	44
Q28B	nature of work	you work as a	member in an average week - Please	Neither satisfied nor dissatisfied	18	16%	N/A	N/A	510	15%	7	18%	N/A	N/A	243	19
	overall	faculty member	indicate your level of satisfaction or dissatisfaction with the following:	Dissatisfied	22	20%	N/A	N/A	630	19%	4	9%	N/A	N/A	194	15
			dissatisfaction with the following.	Very dissatisfied	3	3%	N/A	N/A	195	6%	2	6%	N/A	N/A	46	4
				Very satisfied	45	43%	224	43%	2532	41%	12	30%	79	33%	817	34
			The level of the courses you teach -	Satisfied	41	40%	224	43%	2600	42%	22	56%	123	51%	1054	44
Q29A	nature of work >	level of courses	Please indicate your level of satisfaction or		12	11%	42	8%	489	8%	2	6%	23	10%	253	11
	teaching	you teach	dissatisfaction with the following:	Dissatisfied	5	5%	26	5%	451	7%	3	7%	16	6%	210	9
				Very dissatisfied	1	1%	5	1%	101	2%	0	0%	1	0%	44	2
				Very satisfied	39	37%	221	42%	2379	38%	12	31%	94	39%	794	33
		number of	The number of courses you teach - Please	Satisfied	48	46%	190	36%	2039	33%	18	46%	92	38%	833	35
Q29B	nature of work >	courses you	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	11	11%	50	10%	653	11%	6	16%	29	12%	280	12
	teaching	teach	dissatisfaction with the following:	Dissatisfied	5	5%	48	9%	814	13%	2	6%	20	8%	329	14
				Very dissatisfied	1	1%	13	2%	299	5%	1	2%	6	2%	141	
				Very satisfied	47	45%	283	55%	3290	53%	13	32%	106	44%	1046	44
		degree of	The degree of influence you have over the	Satisfied	44	42%	152	29%	1780	29%	24	60%	91	38%	834	35
Q29C	nature of work >	influence over	courses you teach - Please indicate your	Neither satisfied nor dissatisfied	6	6%	39	7%	474	8%	3	8%	25	10%	245	10
	teaching	which courses	level of satisfaction or dissatisfaction with	Dissatisfied	6	6%	35	7%	453	7%	0	0%	13	5%	158	
		you teach	the following:	Very dissatisfied	1	1%	10	2%	176	3%	0	0%	5	2%	89	
				Very satisfied	61	58%	363	70%	4376	71%	18	45%	133	56%	1347	5
			The discretion you have over the content	Satisfied	37	36%	118	23%	1358	22%	20	51%	72	30%	735	3
Q29D	nature of work >	discretion over	of your courses you teach - Please indicate	Neither satisfied nor dissatisfied	5	5%	26	5%	233	4%	2	4%	19	8%	166	Ŭ,
	teaching	course content	your level of satisfaction or dissatisfaction	Dissatisfied	0	0%	7	1%	143	2%	0	0%	10	4%	82	
			with the following:	Very dissatisfied	1	1%	5	1%	58	1%	0	0%	3	1%	29	
				Very satisfied	31	30%	199	38%	2195	36%	8	20%	66	28%	748	3
		number of	The number of students you teach	Satisfied	47	45%	199	37%	2325	38%	o 17	43%	105	44%	961	4
Q29E	nature of work >	number of students you	The number of students you teach - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	10	10%	60	12%	672	11%	11	27%	31	13%	281	1:
	teaching	teach	dissatisfaction with the following:			13%	53	10%	697	11%	3	27% 8%	24	10%	272	11
																- 1
	Ü	teach	dissatisfaction with the following.	Dissatisfied Very dissatisfied	13 3	3%	16	3%	291	5%	1	2%	13	6%	112	

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

RACE/ETHNICITY

Page			y Job Satisfacti	on Survey							CE/ET	HNICIT					
Among Amon	Surve	y Administratio	on 2008-09							-							
Part Colling of work County Colling of work Colling of work Colling of work Colling of statistics of the s															_		
Part	item	theme	name	description													%
Second Process Proce				The quality of undergraduate students with													17%
Monthly Mont		nature of work >															33%
Date of the learning and start is already of graduate starting and sta	Q29F		undergraduate														23%
Very disselfield of 14 May 27 May 15 May 15 May 16		todorinig	students		Dissatisfied	12	13%	81	17%	1044	19%	8	23%	37	17%	411	20%
Part					Very dissatisfied	4	4%	27	6%	316	6%	3	8%	9	4%	149	79
Second Part					Very satisfied	29	28%	106	21%	1280	23%	10	24%	36	15%	426	20%
Marcial Properties Properti		nature of work >	quality of		Satisfied	44	42%	221	43%	2254	41%	18	44%	112	47%	893	429
State of work and the	Q29G				Neither satisfied nor dissatisfied	20	19%	95	18%	902	16%	6	16%	41	17%	404	199
Very disable Very		todoming	students		Dissatisfied	8	8%	74	14%	869	16%	5	13%	36	15%	310	15%
Selection of veryon Personal of free you have not confidence you have not you have not confidence you have not confidence you have not have not confidence you have not you have not have not you have not yo				g.	Very dissatisfied	3	3%	19	4%	225	4%	1	4%	11	5%	94	49
Application of some to season-shipmonic or simulation of season-shipmonic research special product present of season-shipmonic or shipmonic or shipm				T	Very satisfied	10	9%	62	12%	656	10%	9	21%	36	15%	336	149
Part		nature of work >	amount of time to		Satisfied	32	30%	183	34%	1771	28%	15	36%	87	35%	787	339
Author of work Section	Q30B				Neither satisfied nor dissatisfied	19	17%	62	11%	725	11%	5	12%	37	15%	323	139
Very disablidided or disablished by Very disablidided or disablished by Very disablidided or disablished by Very disablidided Very disab		research	whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research produce creative work - Please indicate your level of satisfaction or dissatisfaction or diss	Dissatisfied	36	34%	166	31%	2075	33%	6	15%	67	27%	648	279	
andure of work research for the processor of the processo				dissausiacion with the following.	Very dissatisfied	10	9%	64	12%	1084	17%	6	16%	18	7%	315	139
Agriculture of work Processor Proces					Very satisfied	6	6%	37	7%	519	9%	2	6%	9	4%	188	99
Page			expectations for		Satisfied	27	26%	124	25%	1475	26%	11	29%	68	29%	554	25%
Part	Q30C				Neither satisfied nor dissatisfied	43	42%	177	36%	1898	33%	13	33%	69	30%	702	329
No. Part P		research	funding				19%	113	23%	1166	20%	11	28%	63	27%	491	229
Column Teacher Teach				the following.	Very dissatisfied	8	8%	43		633	11%	2	4%	24	10%	275	129
The influence you have over the focus of research researc					<u> </u>							17					459
Author of work research inclinates over your research (research inclinates) over your research inclinates over your research inclinates over your elevation inclinates over your obstantial control of consideration of the search inclinates over your obstantial control of designation of de					-												369
Part	Q30D																129
Very dissatisfied 1		research	focus of research									0					69
Patter of work overall Patter of work over				dissatisfaction with the following:								1					19
Part												. 8		-			209
Nature of work Natu				The quality of facilities (i.e., office, labs,													379
September Sept	O31	nature of work	quality of facilities														169
Very disastisfied 9 9 9 9 6 6 12% 677 11% 4 11% 23 9 9 230 230 15% 230	QSI	overall	quality of facilities	satisfaction of dissatisfaction with the													189
Nature of work Natu				following:								-					
Agaza Pature of work overall of work overall of work overall of the patient of work overall ov																	
Auture of work vorall vo																	
Satisfied Okay Ok	000	nature of work															
Part	Q32	overall															219
Note that the quality of these support services astified are you with the quality of these support services? Agazar Data Control Control			eic.									-					229
Agasa nature of work overall of work overall of the services of the services of the services overall of the services of the services overall of the se				Tollowing.													169
Part of Work Overall after services Author of Work Overall after services Support services? Very dissatisfied 19 18% 107 20% 1102 18% 6 15% 30 12% 323 1.					-												289
Satisfied are you win the quality of mess statisfied are you with the quality of these support services? Agraphic Pack Pa	0004	nature of work	clerical/administr														369
Very dissatisfied 5 5% 40 7% 574 9% 1 2% 13 6% 219 1	Q33A											-					149
Name of work research services S				support services?								6					149
Name of work research Pesearch services												1					99
Name																	169
Neither satisfied nor dissatisfied 23 23% 93 18% 13/6 24		nature of work >		Research services - How satisfied are you													349
Dissatisfied 23 23% 93 18% 1265 21% 4 9% 27 11% 425 10% 20 30 10% 20 30% 30 18% 125% 21% 4 9% 27 11% 425 10% 20 30% 20 18% 230 11% 21% 21% 13% 25% 20 18% 230 11% 25% 20 18% 230 11% 21% 21% 21% 21% 21% 21% 21% 21% 21%	Q33B		research services														229
OBJOANT Programment of work teaching services and the quality of these support services? Author of work teaching services																	189
Packing services Teaching services Teach																	109
Case teaching services and the quality of these support services? How satisfied are you with the quality of these support services? Neither satisfied nor dissatisfied 12 13% 48 10% 648 11% 2 5% 19 8% 259 1 Very dissatisfied 12 13% 48 10% 648 11% 2 5% 19 8% 259 1 Very dissatisfied 13 13 28% 1481 25% 9 23% 60 25% 554 20 14 14 14% 57 112 21% 1362 22% 9 23% 33 14% 507 2 Computing services or computing services and the quality of these support services overall services? Computing services - How satisfied are you with the quality of these support services overall services overall services. Computing services - How satisfied are you with the quality of these support services overall services. Computing services - How satisfied or dissatisfied Very dissatisfied 12 12% 136 22% 234 38% 18 44% 105 44% 926 38 Satisfied 13 12 12% 107 20% 1105 18% 8 19% 59 25% 496 29 Satisfied 14 14% 57 11% 952 15% 6 14% 29 12% 290 11 Very dissatisfied or d					-												199
Packing Leaching		nature of work >		Teaching services - How satisfied are you	Satisfied		50%			2316	40%	25					429
Dissatisfied 12 13% 48 10% 648 11% 2 5% 19 8% 259 17 10 10 10 10 10 10 10	Q33C		teaching services		Neither satisfied nor dissatisfied	23	25%	138	28%	1481	25%	9	23%	60	25%	554	249
Neighbor Computing services Computing service		todoming		with the quality of those support services:	Dissatisfied	12	13%	48	10%	648	11%	2	5%	19	8%	259	119
Other Dissatisfied or dissatisfied are vorting overall services and policy/practice importance > climate/culture of work overall services and policy/practice > climate/culture or limportant or unimportant or unimport					Very dissatisfied	2	2%	23	5%	240	4%	1	3%	10	4%	108	59
OASID Parties of work overall services are policy/practice > climate/culture linformal mentoring program for junior faculty - Please rate how important to unimportant by our success. Neither satisfied nor dissatisfied 12 12% 107 20% 1105 18% 8 19% 59 25% 496 2 19% 200 11% 1105 18%					Very satisfied	18	17%	112	21%	1362	22%	9	23%	33	14%	507	219
Very dissatisfied 12 12% 107 20% 110 18% 8 19% 59 25% 49% 29 12% 290 1				Computing services - How satisfied are	Satisfied	55	53%	221	42%	2347	38%	18	44%	105	44%	926	399
Services	Q33D							107		1105		8					219
Very dissatisfied 5 5% 31 6% 438 7% 0 0% 14 6% 151 10 10 10 10 10 10 10 10 10 10 10 10 10		overali	services									6					129
Very important 17 16% 135 25% 1717 27% 9 22% 72 30% 891 3 policy/practice > climate/culture policy/practice > climate/culture policy/practice > informal mentoring important or unimportant or unimportan												0					69
Formal mentoring program for junior faculty - Please rate how important or unimportant or unimportant Importance - climate/culture Formal mentoring faculty - Please rate how important or unimportant or unimportant Important or unimportant or unimportant Important or unimportant												9					379
Composition		policy/practice >										21					409
Climate/culture Climate/cu	Q34A1				**												159
Very unimportant 3 3% 22 4% 261 4% 1 4% 8 4% 57 2 Very unimportant 41 39% 214 40% 3001 48% 16 40% 86 36% 1057 4 Policy/practice > policy/practice > informal mentoring - Please rate how important you think each important or unimportant to unimportant you think each would be to your success. Unimportant 1 2 12% 60 11% 498 8% 2 5% 18 7% 239 11 Unimportant 2 2% 12 2% 174 3% 0 0% 9 4% 61 3				unimportant you think each would be to													59
Very important 41 39% 214 40% 3001 48% 16 40% 86 36% 1057 4- policy/practice > informal Informal mentoring - Please rate how Important 50 48% 244 46% 2520 40% 22 54% 12 5% 18 7% 239 11 climate/culture mentoring would be to your success. Unimportant 2 2% 12 2% 174 3% 0 0% 9 4% 61 3000 3000 3000 3000 3000 3000 3000 3				your success.	· · · · · · · · · · · · · · · · · · ·							1					29
policy/practice > informal Informal mentoring - Please rate how Important 50 48% 244 46% 2520 40% 22 54% 126 52% 994 43 234A2 importance > mentoring important or unimportant you think each Neither important nor unimportant 12 12% 60 11% 498 8% 2 5% 18 7% 239 10 climate/culture mentoring would be to your success. Unimportant 2 2% 12 2% 174 3% 0 0% 9 4% 61 3												16					449
234A2 importance > Informal important or unimportant you think each Neither important nor unimportant 12 12% 60 11% 498 8% 2 5% 18 7% 239 10 climate/culture mentoring would be to your success. Unimportant 2 2% 12 2% 174 3% 0 0% 9 4% 61 3		nolicy/proctice -		Informal montaring Places rate have													429
climate/culture ^{mentoring} would be to your success. Unimportant <u>2 2%</u> 12 2% 174 3% <mark>0 0%</mark> 9 4% 61 :	O3442		mormai														
, on the product of t	Q34AZ		mentoring		· · · · · · · · · · · · · · · · · · ·												109
very unimportant 0 0% 6 1% 81 1% 0 0% 2 1% 24		Jiiiiato/Guitule			•												39
					very unimportant	U	0%	6	1%	81	1%	0	0%	2	1%	24	19

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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_			ion Survey							CE/EI	HNICIT					
Survey	/ Administration	n 2008-09			Variation 1		HITE FA				V		ULTY O			
item	theme	2000	description	raspance saala	Your inst Count	itution %	All selecte Count	a peers %	Count	arables %	Count	titution %	All selecte Count	a peers %	Count	arables %
item	шетте	name	description	response scale Very important	24	22%	214	40%	2407	38%	10	24%	91	38%	926	39%
	nolicy/practice >	noriodio formal	Periodic, formal performance reviews for	Important	64	60%	262	49%	2977	48%	28	67%	119	50%	1125	479
Q34A3	policy/practice > importance >	periodic, formal performance	junior faculty - Pease rate how important or	Neither important nor unimportant	17	16%	36	7%	580	9%	20	4%	25	11%	241	109
Q0-1/10	tenure	reviews	unimportant you think each would be to	Unimportant	0	0%	18	3%	228	4%	2	4%	4	1%	65	39
			your success.	Very unimportant	1	1%	4	1%	66	1%	0	0%	1	0%	23	19
				Very important	19	18%	185	35%	2185	35%	10	24%	83	35%	872	379
	nolicy/practice >	written summary	Written summary of periodic performance	Important	66	63%	264	50%	2918	47%	26	63%	118	50%	1117	479
Q34A4	importance >	of performance	reviews for junior faculty - Please rate flow	Neither important nor unimportant	17	16%	59	11%	798	13%	3	8%	29	12%	284	129
	tenure	reviews	important or unimportant you think each would be to your success.	Unimportant	3	3%	15	3%	248	4%	1	2%	4	2%	71	39
			would be to your success.	Very unimportant	1	1%	10	2%	93	1%	1	2%	2	1%	24	19
				Very important	34	33%	204	38%	2371	38%	12	30%	109	46%	1078	469
	policy/practice >	professional	Professional assistance in obtaining	Important	49	47%	215	40%	2359	38%	27	66%	89	38%	857	369
Q34A5	importance >	assistance in	externally funded grants - Please rate how important or unimportant you think each	Neither important nor unimportant	12	12%	71	13%	966	16%	2	4%	27	11%	292	129
	research	obtaining grants	would be to your success.	Unimportant	7	7%	31	6%	374	6%	0	0%	11	5%	90	49
			would be to your success.	Very unimportant	1	1%	10	2%	150	2%	0	0%	1	0%	44	29
			5 () () () ()	Very important	11	10%	65	12%	1011	16%	7	17%	52	22%	596	25%
	policy/practice >	professional assistance for	Professional assistance for improving	Important	52	49%	242	46%	2790	45%	27	67%	117	50%	1149	489
Q34A6	importance >	improving	teaching - Please rate how important or unimportant you think each would be to	Neither important nor unimportant	23	22%	124	23%	1476	24%	7	16%	48	21%	433	189
	teaching	teaching	your success.	Unimportant	15	15%	81	15%	774	12%	0	0%	16	7%	151	69
			••••••	Very unimportant	4	4%	18	3%	195	3%	0	0%	2	1%	44	29
			Travel funds to present papers or conduct	Very important	56	52%	284	53%	3706	59%	17	43%	112	47%	1479	629
	policy/practice >		Travel funds to present papers or conduct research - Please rate how important or	Important	43	41%	208	39%	2096	33%	20	51%	110	46%	760	329
Q34A7	importance >	travel funds	unimportant you think each would be to	Neither important nor unimportant	5	5%	31	6%	310	5%	1	4%	14	6%	105	49
	research		your success.	Unimportant	2	2%	9	2%	123	2%	1	2%	1	1%	24	19
			·	Very unimportant	0	0%	5	1%	41	1%	0	0%	2	1%	18	19
			Paid or unpaid research leave during the	Very important	39	37%	202	38%	2917	47%	14	35%	88	37%	1183	50%
	policy/practice >	paid/unpaid	pre-tenure period - Please rate how	Important	43	41%	187	35%	1905	31%	20	51%	91	39%	760	329
Q34A8	importance >	research leave	important or unimportant you think each	Neither important nor unimportant	17	16%	99	19%	1007	16%	5	12%	47	20%	337	149
	research		would be to your success.	Unimportant	5	5%	37	7%	265	4%	1	2%	8	4%	51	29
				Very unimportant	0	0%	8	1%	106	2%	0	0%	2	1%	28	19
			Paid or unpaid personal leave during the	Very important	25	24%	106	20%	1441	23%	11	29%	56	24%	714	319
	policy/practice >	paid/unpaid	pre-tenure period - Very important- Please	Important	39	38%	165	32%	1948	32%	20	52%	77	33%	818	35%
Q34A9	importance > work/home	personal leave	rate how important or unimportant you	Neither important nor unimportant	21	21%	189	36%	1987	32%	6	14%	79	34%	638	279
	work/nome		think each would be to your success.	Unimportant	14	13%	48	9%	551	9%	2	6%	14	6%	121	59
				Very unimportant	4	4%	17	3%	228	4%	0	0%	4	2%	49	29
			An upper limit on committee assignments	Very important	35	33%	217	41%	2757	44%	10	25%	86	37%	1057	459
Q34A1	policy/practice >	upper limit on	for tenure-track faculty - Please rate how	Important	55	53%	242	45%	2600	42%	20	50%	119	51%	973	419
0	importance > tenure	committee assignments	important or unimportant you think each	Neither important nor unimportant	12	12%	56	11%	691	11%	10 1	24%	22 6	9%	270	119
	teriare	assignments	would be to your success.	Unimportant	2	2% 0%	14 5	3%	143 43	2%	0	2%	1	3% 0%	53	29
				Very unimportant Very important	53	50%	302	1% 56%	3753	1% 60%	21	0% 50%	114	49%	1414	19 609
			An			44%	196	37%	2120	34%	17	43%		46%	828	359
Q34A1	policy/practice > importance >	upper limit on teaching	An upper limit on teaching obligations - Please rate how important or unimportant	Important	46 5	5%	27	5%	276	34% 4%	3	43% 7%	108 10	46%	105	49
1	teaching	obligations	you think each would be to your success.	Neither important nor unimportant Unimportant	1	1%	8	2%	58	1%	0	0%	3	1%	19	19
	todoming	obligations	you mill oddi. Would be to your edecode.	Very unimportant	0	0%	3	1%	27	0%	0	0%	0	0%	4	09
				Very important	24	23%	127	24%	1706	27%	7	17%	71	30%	809	349
	policy/practice >	peer reviews of	Peer reviews of teaching or	Important	64	61%	286	54%	3194	51%	30	74%	129	56%	1158	499
Q34AT	policy/practice > importance >	teaching or	research/creative work - Please rate how	Neither important nor unimportant	15	14%	82	15%	931	15%	30	74%	24	10%	281	129
2	climate/culture	research	important or unimportant you think each	Unimportant	2	2%	30	6%	304	5%	1	2%	5	2%	82	39
			would be to your success.	Very unimportant	0	0%	6	1%	81	1%	0	0%	3	1%	29	19
				Very important	24	23%	154	29%	1890	31%	15	39%	74	32%	821	369
	policy/practice >		Childcare - Please rate how important or	Important	28	27%	111	21%	1310	21%	12	31%	71	31%	619	279
Q34A1	importance >	childcare	unimportant you think each would be to	Neither important nor unimportant	33	32%	120	23%	1399	23%	7	18%	50	22%	495	229
3	work/home	2304.0	your success.	Unimportant	10	10%	48	9%	535	9%	1	2%	16	7%	164	79
				Very unimportant	10	9%	90	17%	962	16%	4	9%	18	8%	183	89
				Very important	2	2%	33	6%	994	16%	7	18%	41	18%	617	279
	policy/practice >	financial	Financial assistance with housing - Please	Important	26	25%	75	14%	1310	21%	14	35%	57	25%	623	279
Q34A1	importance >	assistance with		Neither important nor unimportant	42	40%	186	36%	1903	31%	13	33%	83	36%	663	299
4	compensation	housing	think each would be to your success.	Unimportant	21	20%	113	22%	996	16%	4	11%	31	13%	249	119
		-	•	Very unimportant	15	14%	116	22%	952	15%	1	4%	19	8%	175	89
				Very important	29	28%	174	33%	2245	37%	17	43%	78	34%	908	399
	policy/practice >		Stop-the-clock for parental or other family	Important	49	47%	179	34%	2002	33%	15	38%	79	34%	785	349
								, 0		/0		/0				
Q34A1	importance >	stop-the-clock	reasons - Please rate how important or	· ·		13%	94	18%	1146	19%	8	19%	48	21%	418	189
Q34A1 5		stop-the-clock	reasons - Please rate how important or unimportant you think each would be to your success.	Neither important nor unimportant Unimportant	14 8	13% 8%	94 30	18% 6%	1146 300	19% 5%	8 0	19% 0%	48 12	21% 5%	418 100	189 49

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

RACE/ETHNICITY

	y Administration				Your inst		HITE FA All selecte	i	All compa	arables	Your ine		All selecte	1	All compa	arable
item	theme	name	description	response scale	Count	%	Count	% %	Count	%	Count	%	Count	% %	Count	% %
поп	uienie	name	description	Very important	27	26%	165	31%	1710	28%	13	33%	104	45%	909	39
			Constitution bising and Discon	Important	22	22%	118	23%	1606	26%	15	37%	76	33%	673	29
Q34A1	policy/practice >	spousal/partner	Spousal/partner hiring program - Please	· ·	32	32%	112	21%	1467	24%	8	19%	33	14%	440	19
6	importance > work/home	hiring program	rate how important or unimportant you think each would be to your success.	Neither important nor unimportant							2					
	work/nome		trillik each would be to your success.	Unimportant	10	10%	56	11%	563	9%		5%	9	4%	140	6
				Very unimportant	10	10%	72	14%	785	13%	3	7%	10	4%	146	6
				Very important	7	6%	N/A	N/A	189	8%	5	13%	N/A	N/A	154	17
Q34A1	policy/practice >		Elder care - Please rate how important or	Important	29	28%	N/A	N/A	466	20%	13	34%	N/A	N/A	268	29
7	importance >	elder care	unimportant you think each would be to	Neither important nor unimportant	37	36%	N/A	N/A	912	40%	16	40%	N/A	N/A	291	31
	work/home		your success.	Unimportant	15	15%	N/A	N/A	375	16%	2	4%	N/A	N/A	139	15
				Very unimportant	14	14%	N/A	N/A	333	15%	4	9%	N/A	N/A	72	8
				Very important	37	35%	N/A	N/A	684	30%	15	36%	N/A	N/A	381	40
Q34A1	policy/practice >		Tuition waivers for dependent or spouse -	Important	35	34%	N/A	N/A	766	33%	16	39%	N/A	N/A	317	34
Q34A1	importance >	tuition waivers	Please rate how important or unimportant	Neither important nor unimportant	22	21%	N/A	N/A	499	22%	7	17%	N/A	N/A	154	16
0	compensation		you think each would be to your success.	Unimportant	6	6%	N/A	N/A	159	7%	1	3%	N/A	N/A	54	6
				Very unimportant	4	4%	N/A	N/A	193	8%	2	5%	N/A	N/A	38	4
				Very important	21	20%	N/A	N/A	471	21%	14	33%	N/A	N/A	266	29
	policy/practice >		Modified duties for parental or other family	Important	45	44%	N/A	N/A	932	41%	16	38%	N/A	N/A	400	43
Q34A1	importance >	modified duties	reasons - Please rate how important or	Neither important nor unimportant	27	27%	N/A	N/A	589	26%	10	25%	N/A	N/A	187	20
9	work/home	modified daties	unimportant you think each would be to	Unimportant	5	5%	N/A	N/A	147	6%	0	0%	N/A	N/A	43	- 21
	Wondhome		your success.	•												
				Very unimportant	4	4%	N/A	N/A	139	6%	1	4%	N/A	N/A	29	
				Very important	6	6%	N/A	N/A	147	7%	4	10%	N/A	N/A	87	10
Q34A2	policy/practice >	part-time tenure-	Part-time tenure-track position - Please	Important	15	14%	N/A	N/A	321	14%	8	18%	N/A	N/A	188	2
0	importance >	track position	rate now important or unimportant you	Neither important nor unimportant	47	45%	N/A	N/A	957	43%	18	44%	N/A	N/A	395	4
-	work/home		think each would be to your success.	Unimportant	21	20%	N/A	N/A	427	19%	6	14%	N/A	N/A	127	1.
				Very unimportant	15	15%	N/A	N/A	395	18%	5	13%	N/A	N/A	100	1
				Very effective	3	4%	24	6%	370	8%	0	0%	13	7%	199	1
	policy/practice >		Formal mentoring program for junior	Effective	28	38%	116	31%	1269	27%	6	23%	68	37%	644	3
Q34B1	effectiveness >	formal mentoring	faculty - How effective or ineffective for you	Neither effective nor ineffective	22	29%	92	25%	1120	24%	13	50%	59	33%	484	2
	climate/culture		have been the following at your institution?	Ineffective	13	17%	85	23%	1058	23%	5	21%	33	18%	330	1
			g,	Very ineffective	9	12%	54	15%	857	18%	2	6%	9	5%	256	1:
				•		10%	65		1028		5				350	1
				Very effective	10			13%		18%		12%	26	12%		
00.400	policy/practice >	informal	Informal mentoring - How effective or	Effective	47	50%	212	43%	2282	40%	16	44%	97	45%	859	4
Q34B2		mentoring	ineffective for you have been the following	Neither effective nor ineffective	23	25%	113	23%	1213	21%	9	25%	56	26%	504	2
	climate/culture	-	at your institution?	Ineffective	10	11%	53	11%	733	13%	4	12%	24	11%	272	1:
				Very ineffective	4	4%	47	10%	484	8%	2	6%	11	5%	168	8
			Desirable formal automateur for	Very effective	12	12%	80	16%	860	15%	5	12%	37	17%	365	16
	policy/practice >	periodic, formal	Periodic, formal performance reviews for junior faculty - How effective or ineffective	Effective	51	51%	219	43%	2482	43%	19	46%	117	52%	978	4
Q34B3	effectiveness >	performance	for you have been the following at your	Neither effective nor ineffective	22	21%	100	20%	1131	20%	7	18%	46	20%	493	2
	tenure	reviews	institution?	Ineffective	12	12%	66	13%	841	15%	9	22%	17	8%	252	1
			mattation:	Very ineffective	4	4%	38	8%	475	8%	1	2%	6	3%	136	
				Very effective	6	7%	66	14%	726	13%	4	12%	36	17%	324	15
	nolicy/practice >	written summary	Written summary of periodic performance	Effective	42	48%	193	41%	2203	40%	15	43%	104	49%	921	43
O34B4	effectiveness >	of performance	reviews for junior faculty - How effective or	Neither effective nor ineffective	28	32%	105	22%	1232	23%	.8	24%	53	25%	481	2
QUIDI	tenure	reviews	ineffective for you have been the following	Ineffective	7	8%	70	15%	784	14%	5	14%	13	6%	246	1:
	tonaro	10110110	at your institution?		5	6%	40	8%	515	9%	2		6	3%	147	1.
				Very ineffective								7%				
			Professional assistance in obtaining	Very effective	8	9%	26	6%	312	6%	3	8%	22	11%	171	
	policy/practice >	professional	externally funded grants - How effective or	Effective	14	16%	120	27%	1112	22%	7	19%	53	25%	522	2
Ų34B5	effectiveness >	assistance in	ineffective for you have been the following	Neither effective nor ineffective	23	26%	120	27%	1346	27%	14	39%	61	29%	564	2
	research	obtaining grants	at your institution?	Ineffective	32	36%	101	23%	1145	23%	6	16%	42	20%	418	2
			,	Very ineffective	11	13%	73	17%	1031	21%	7	19%	31	15%	333	1
				Very effective	4	5%	43	10%	578	12%	3	8%	28	13%	241	1
		professional	Professional assistance for improving	Effective	28	34%	193	45%	1807	36%	19	52%	73	35%	770	3
	policy/practice >				36	44%	128	30%	1638	33%	10	27%	70	33%	662	3
034B6	policy/practice > effectiveness >	assistance for	teaching - How effective or ineffective for	Neither effective nor ineffective												
Q34B6	effectiveness >	assistance for improving	you have been the following at your	Neither effective nor ineffective Ineffective		10%	42		622	1:3%	4	111%	25	12%	/45	
Q34B6		assistance for		Ineffective	8	10%	42 24	10% 6%	622 332	13% 7%	4	10%	25 13	12% 6%	245 112	
Q34B6	effectiveness >	assistance for improving	you have been the following at your	Ineffective Very ineffective	8 6	8%	24	6%	332	7%	1	2%	13	6%	112	
Q34B6	effectiveness > teaching	assistance for improving	you have been the following at your	Ineffective Very ineffective Very effective	8 6 8	8% 9%	24 73	6% 15%	332 1026	7% 18%	1 5	2% 13%	13 36	6% 17%	112 412	1
Q34B6	effectiveness > teaching policy/practice >	assistance for improving teaching	you have been the following at your institution?	Ineffective Very ineffective Very effective Effective	8 6 8 24	8% 9% 27%	73 190	6% 15% 39%	332 1026 2096	7% 18% 37%	5 11	2% 13% 30%	13 36 74	6% 17% 34%	112 412 800	1
	effectiveness > teaching policy/practice > effectiveness >	assistance for improving	you have been the following at your institution? Travel funds to present papers or conduct research - How effective or ineffective for	Ineffective Very ineffective Very effective Effective Neither effective nor ineffective	8 6 8 24 16	8% 9% 27% 17%	73 190 87	6% 15% 39% 18%	332 1026 2096 895	7% 18% 37% 16%	1 5 11 11	2% 13% 30% 30%	13 36 74 47	6% 17% 34% 22%	112 412 800 405	1 3
	effectiveness > teaching policy/practice >	assistance for improving teaching	you have been the following at your institution? Travel funds to present papers or conduct	Ineffective Very ineffective Very effective Effective	8 6 8 24 16 23	8% 9% 27% 17% 25%	73 190	6% 15% 39%	332 1026 2096	7% 18% 37%	5 11	2% 13% 30% 30% 5%	13 36 74	6% 17% 34%	112 412 800	1 3 1
	effectiveness > teaching policy/practice > effectiveness >	assistance for improving teaching	you have been the following at your institution? Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your	Ineffective Very ineffective Very effective Effective Neither effective nor ineffective	8 6 8 24 16	8% 9% 27% 17%	73 190 87	6% 15% 39% 18%	332 1026 2096 895	7% 18% 37% 16%	1 5 11 11	2% 13% 30% 30%	13 36 74 47	6% 17% 34% 22%	112 412 800 405	1: 3: 1:
	effectiveness > teaching policy/practice > effectiveness >	assistance for improving teaching	you have been the following at your institution? Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Ineffective Very ineffective Very effective Effective Neither effective nor ineffective Ineffective	8 6 8 24 16 23	8% 9% 27% 17% 25%	73 190 87 88	6% 15% 39% 18% 18%	332 1026 2096 895 996	7% 18% 37% 16% 17%	1 5 11 11 2	2% 13% 30% 30% 5%	13 36 74 47 36	6% 17% 34% 22% 17%	112 412 800 405 365	1 3 1 1
	effectiveness > teaching policy/practice > effectiveness > research	assistance for improving teaching travel funds	you have been the following at your institution? Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution? Paid or unpaid research leave during the	Ineffective Very ineffective Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	8 6 8 24 16 23 20	8% 9% 27% 17% 25% 22%	24 73 190 87 88 53	6% 15% 39% 18% 18% 11%	332 1026 2096 895 996 718	7% 18% 37% 16% 17% 13%	1 5 11 11 2 8	2% 13% 30% 30% 5% 23% 12%	13 36 74 47 36 25	6% 17% 34% 22% 17% 11%	112 412 800 405 365 244 225	1/3 3/1/1/1/1/1/1/1/1/1/1/1/1/1/1/1/1/1/
Q34B7	effectiveness > teaching policy/practice > effectiveness > research policy/practice >	assistance for improving teaching travel funds	you have been the following at your institution? Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution? Paid or unpaid research leave during the pre-tenure period - How effective or	Ineffective Very ineffective Very effective Effective Neither effective nor ineffective Ineffective Very ineffective Very effective Effective	8 6 8 24 16 23 20 4 18	8% 9% 27% 17% 25% 22% 8% 36%	24 73 190 87 88 53 39 81	6% 15% 39% 18% 18% 11% 13% 27%	332 1026 2096 895 996 718 655 889	7% 18% 37% 16% 17% 13% 18% 24%	1 5 11 11 2 8 3 6	2% 13% 30% 30% 5% 23% 12% 26%	13 36 74 47 36 25 19	6% 17% 34% 22% 17% 11% 13% 32%	112 412 800 405 365 244 225 392	1: 3: 1: 1: 1: 1: 2:
Q34B7	effectiveness > teaching policy/practice > effectiveness > research	assistance for improving teaching travel funds	you have been the following at your institution? Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution? Paid or unpaid research leave during the	Ineffective Very ineffective Very effective Effective Neither effective nor ineffective Ineffective Very ineffective Very effective	8 6 8 24 16 23 20	8% 9% 27% 17% 25% 22% 8%	24 73 190 87 88 53	6% 15% 39% 18% 18% 11%	332 1026 2096 895 996 718 655	7% 18% 37% 16% 17% 13%	1 5 11 11 2 8	2% 13% 30% 30% 5% 23% 12%	13 36 74 47 36 25	6% 17% 34% 22% 17% 11%	112 412 800 405 365 244 225	1/3 3/1/1/1/1/1/1/1/1/1/1/1/1/1/1/1/1/1/

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							All selecte	d peers					All selecte			
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			Paid or unpaid personal leave during the	Very effective	6	12%	34	13%	375	13%	3	12%	9	8%	147	1
	policy/practice >	paid/unpaid	pre-tenure period - How effective or	Effective	20	39%	89	33%	786	26%	10	37%	32	28%	355	2
Q34B9		personal leave	ineffective for you have been the following	Neither effective nor ineffective	19	37%	95	36%	1216	41%	10	37%	60	52%	558	4
	work/home	porconarioaro	at your institution?	Ineffective	4	7%	24	9%	284	9%	3	10%	8	7%	127	1
				Very ineffective	3	6%	25	9%	332	11%	1	5%	7	6%	135	1
				Very effective	9	14%	54	14%	613	14%	4	13%	29	15%	253	1
O24B4	policy/practice >	upper limit on	An upper limit on committee assignments	Effective	23	36%	144	36%	1278	29%	13	40%	80	43%	609	3
Q34B1 0	effectiveness >	committee	for tenure-track faculty - How effective or ineffective for you have been the following	Neither effective nor ineffective	13	21%	78	20%	920	21%	10	32%	42	22%	480	2
U	tenure	assignments	at your institution?	Ineffective	14	22%	72	18%	827	19%	3	10%	21	11%	264	1
			at your institution?	Very ineffective	5	8%	50	13%	723	17%	1	5%	15	8%	219	1
				Very effective	14	15%	92	21%	1110	21%	7	21%	36	17%	424	2
	policy/practice >	upper limit on	An upper limit on teaching obligations -	Effective	46	51%	189	43%	2002	38%	16	50%	99	48%	798	3
Q34B1	effectiveness >	teaching	How effective or ineffective for you have	Neither effective nor ineffective	19	21%	64	15%	899	17%	5	15%	39	19%	445	2
1	teaching	obligations	been the following at your institution?	Ineffective	8	9%	64	15%	809	15%	5	14%	19	9%	267	1
		g	g /	Very ineffective	3	4%	30	7%	509	10%	0	0%	12	6%	178	'
				Very effective	6	6%	23	5%	368	8%	1	2%	14	7%	195	1
			Peer reviews of teaching or	•												
Q34B1	policy/practice >	peer reviews of	research/creative work - How effective or	Effective	34	36%	146	35%	1600	33%	18	46%	77	39%	718	3
2	effectiveness > climate/culture	teaching or	ineffective for you have been the following	Neither effective nor ineffective	29	30%	124	30%	1448	30%	10	26%	63	32%	560	2
	ciiriate/cuiture	research	at your institution?	Ineffective	21	22%	79	19%	908	19%	6	15%	32	16%	313	1
			·	Very ineffective	5	5%	48	11%	533	11%	4	11%	11	6%	152	
				Very effective	1	3%	6	3%	144	6%	1	4%	5	6%	67	
Q34B1	policy/practice >		Childcare - How effective or ineffective for	Effective	2	5%	21	12%	290	12%	3	16%	15	19%	185	1
3	effectiveness >	childcare	you have been the following at your	Neither effective nor ineffective	10	30%	44	24%	765	32%	6	27%	25	33%	383	3
3	work/home		institution?	Ineffective	7	20%	48	27%	439	19%	5	22%	18	23%	194	1
				Very ineffective	14	41%	61	34%	729	31%	6	30%	14	18%	253	2
				Very effective	0	0%	3	4%	111	6%	0	0%	3	4%	65	
	policy/practice >	financial	Financial assistance with housing - How	Effective	1	8%	3	3%	201	10%	1	7%	3	4%	85	
Q34B1	effectiveness >	assistance with	effective or ineffective for you have been	Neither effective nor ineffective	4	31%	43	51%	678	35%	5	36%	34	50%	331	3
4	compensation	housing	the following at your institution?	Ineffective	2	14%	10	12%	283	15%	4	33%	7	10%	175	1
	compensation	riodaling	the following at your motitation:													
				Very ineffective	6	46%	25	30%	656	34%	3	24%	21	31%	318	3
			Stop-the-clock for parental or other family	Very effective	6	13%	77	30%	549	21%	8	35%	21	17%	181	1
Q34B1	policy/practice >		reasons - How effective or ineffective for	Effective	21	47%	108	41%	855	33%	7	32%	57	45%	334	3
5	effectiveness >	stop-the-clock	you have been the following at your	Neither effective nor ineffective	10	22%	46	18%	738	29%	6	27%	38	30%	390	3
	work/home		institution?	Ineffective	8	18%	16	6%	203	8%	0	0%	3	3%	99	
				Very ineffective	0	0%	14	5%	240	9%	1	6%	6	5%	116	1
				Very effective	3	6%	39	13%	255	9%	0	0%	27	18%	132	1
00404	policy/practice >		Spousal/partner hiring program - How	Effective	9	19%	77	26%	497	18%	3	20%	36	25%	248	2
Q34B1	effectiveness >	spousal/partner	effective or ineffective for you have been	Neither effective nor ineffective	15	32%	68	23%	788	29%	5	32%	31	21%	338	2
6	work/home	hiring program	the following at your institution?	Ineffective	7	15%	52	17%	476	17%	4	25%	24	17%	201	1
				Very ineffective	13	27%	64	21%	729	27%	4	23%	27	18%	285	2
				Very effective	0	0%	N/A	N/A	5	2%	1	14%	N/A	N/A	7	
	policy/practice >		Elder care - How effective or ineffective for	Effective	1	12%	N/A	N/A	24	8%	1	9%	N/A	N/A	22	1
Q34B1	effectiveness >	elder care	you have been the following at your	Neither effective nor ineffective	1	52%	N/A	N/A	202	70%	6	68%	N/A	N/A	121	5
7	work/home	cider oure	institution?	Ineffective	4	12%	N/A	N/A	31	11%	0	0%	N/A	N/A	25	1
			moditation:		2	25%		N/A	29		1	8%		N/A	29	1
				Very ineffective			N/A			10%			N/A			
				Very effective	0	0%	N/A	N/A	90	9%	0	0%	N/A	N/A	42	_
Q34B1	policy/practice >		Tuition waivers - How effective or	Effective	1	5%	N/A	N/A	292	29%	3	20%	N/A	N/A	152	3
8	effectiveness >	tuition waivers	ineffective for you have been the following	Neither effective nor ineffective	3	15%	N/A	N/A	200	20%	3	20%	N/A	N/A	96	2
-	compensation		at your institution?	Ineffective	2	10%	N/A	N/A	172	17%	3	17%	N/A	N/A	71	1
				Very ineffective	14	71%	N/A	N/A	254	25%	6	42%	N/A	N/A	78	1
				Very effective	0	0%	N/A	N/A	63	8%	2	16%	N/A	N/A	28	
	policy/practice >	modified duties		Effective	9	36%	N/A	N/A	203	26%	4	28%	N/A	N/A	93	2
	effectiveness >	for parental or	reasons - How effective or ineffective for	Neither effective nor ineffective	8	33%	N/A	N/A	265	35%	3	21%	N/A	N/A	119	3
		other family	you have been the following at your	Ineffective	4	16%	N/A	N/A	134	18%	4	28%	N/A	N/A	55	1
Q34B1 9	work/home	reasons	institution?	Very ineffective	4	15%	N/A	N/A	102	13%	1	6%	N/A	N/A	52	1
	work/home	reasons		vory moneouve	0	201	11/4	N/A	7		0	201		N/A		
Q34B1 9	work/home	1000010		Very effective		0%	N/A		,	2%	U	0%	N/A	IN/A	5	
9		Todoono	.	Very effective	4	4.007						00/	NI/A	NI/A	20	
9	policy/practice >	part-time tenure-	Part-time tenure-track position - How	Effective	1	10%	N/A	N/A	33	10%	0	0%	N/A	N/A	33	
9	policy/practice > effectiveness >		effective or ineffective for you have been	Effective Neither effective nor ineffective	1 5	58%	N/A	N/A	207	63%	7	90%	N/A	N/A	111	5
9 Q34B2	policy/practice >	part-time tenure-		Effective Neither effective nor ineffective Ineffective	0	58% 0%	N/A N/A	N/A N/A	207 38	63% 11%	7	90% 0%	N/A N/A	N/A N/A	111 21	
9 Q34B2	policy/practice > effectiveness >	part-time tenure-	effective or ineffective for you have been	Effective Neither effective nor ineffective		58% 0% 32%	N/A N/A N/A	N/A N/A N/A	207 38 43	63% 11% 13%	7	90% 0% 10%	N/A N/A N/A	N/A N/A N/A	111 21 23	1 1
9 Q34B2	policy/practice > effectiveness >	part-time tenure- track position	effective or ineffective for you have been the following at your institution?	Effective Neither effective nor ineffective Ineffective	0	58% 0%	N/A N/A	N/A N/A	207 38	63% 11%	7	90% 0%	N/A N/A	N/A N/A	111 21	5 1 1
9 Q34B2	policy/practice > effectiveness > work/home	part-time tenure-track position	effective or ineffective for you have been the following at your institution? My institution does what it can to make beging children and the tenure-track	Effective Neither effective nor ineffective Ineffective Very ineffective	0	58% 0% 32%	N/A N/A N/A	N/A N/A N/A	207 38 43	63% 11% 13%	7 0 1	90% 0% 10%	N/A N/A N/A	N/A N/A N/A	111 21 23	5 1 1
9 Q34B2	policy/practice > effectiveness > work/home	part-time tenure- track position institution makes having children	effective or ineffective for you have been the following at your institution? My institution does what it can to make having children and the tenure-track compatible. Please indicate your level of	Effective Neither effective nor ineffective Ineffective Very ineffective Strongly agree	0 3 8 33	58% 0% 32% 10%	N/A N/A N/A 51	N/A N/A N/A 14%	207 38 43 532	63% 11% 13% 13%	7 0 1 5	90% 0% 10% 18%	N/A N/A N/A 25	N/A N/A N/A	111 21 23 192	1 5 1 1 2 2
9 Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	effective or ineffective for you have been the following at your institution? My institution does what it can to make having children and the tenure-track compatible. Please indicate your level of	Effective Neither effective nor ineffective Ineffective Very ineffective Strongly agree Somewhat agree	0 3 8	58% 0% 32% 10% 41%	N/A N/A N/A 51 122	N/A N/A N/A 14% 33%	207 38 43 532 1226	63% 11% 13% 13% 29%	7 0 1 5 10	90% 0% 10% 18% 36%	N/A N/A N/A 25 46	N/A N/A N/A 17% 32%	111 21 23 192 432	1 1 1 2

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					Your inst	itution	All selecte	d peers	All compa	arables	Your inst	titution	All selecte	d peers	All comp	oara
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	- di
			My institution does what it can to make	Strongly agree	6	8%	37	10%	367	8%	1	3%	19	13%	144	
		institution makes	raising children and the tenure-track	Somewhat agree	27	34%	105	28%	1087	25%	11	40%	45	30%	384	
Q35B	policy/practice >	raising children	compatible - Please indicate your level of	Neither agree nor disagree	19	24%	83	22%	1000	23%	5	17%	34	23%	421	
	work/home	and tenure-track	agreement or disagreement with the	Somewhat disagree	21	26%	90	24%	1110	26%	6	24%	31	21%	329	
		compatible	following statements:	Strongly disagree	6	7%	61	16%	763	18%	4	15%	19	13%	258	
			**	Strongly agree	28	34%	94	25%	1210	27%	5	19%	38	24%	333	
		colleagues make	My departmental colleagues do what they		23	28%	131	35%	1445	33%	13	44%	56	35%	477	
Q35C	policy/practice >	having children	can to make having children and the tenure-track compatible - Please indicate	Somewhat agree		23%			906	20%	4		36	23%	411	
2330	work/home	and tenure-track	your level of agreement or disagreement	Neither agree nor disagree	19		79	21%				14%				
		compatible	with the following statements:	Somewhat disagree	8	10%	37	10%	507	11%	5	19%	14	9%	194	
			with the following statements.	Strongly disagree	5	6%	29	8%	363	8%	2	5%	16	10%	151	_
		colleagues make	My departmental colleagues do what they	Strongly agree	28	34%	90	24%	1152	25%	7	24%	36	22%	330	
	policy/practice >	raising children	can to make raising children and the	Somewhat agree	23	28%	130	35%	1483	33%	12	43%	58	36%	480	
235D	work/home	and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	22	26%	80	21%	949	21%	4	14%	41	25%	421	
	WONGTIONIC	compatible	your level of agreement or disagreement	Somewhat disagree	7	8%	50	13%	581	13%	3	12%	15	9%	210	
		compatible	with the following statements:	Strongly disagree	3	4%	28	7%	367	8%	2	7%	14	8%	154	
				Strongly agree	37	41%	N/A	N/A	1054	37%	19	55%	N/A	N/A	329	_
		colleagues are	My colleagues are respectful of my efforts	Somewhat agree	24	26%	N/A	N/A	897	31%	8	23%	N/A	N/A	338	
235E	policy/practice >	respectful of	to balance work and home responsibilities -	Neither agree nor disagree	18	19%	N/A	N/A	471	16%	6	17%	N/A	N/A	211	
.002	work/home		Please indicate your level of agreement	Somewhat disagree	11	12%	N/A	N/A	286	10%	2	6%	N/A	N/A	89	
		work/home	with the following statements:	<u>-</u>	2	2%	N/A	N/A	165		0		N/A	N/A	62	
				Strongly disagree						6%		0%				_
				Very satisfied	12	11%	65	12%	847	14%	2	6%	26	11%	263	
	policy/practice >		How satisfied or dissatisfied are you with	Satisfied	52	50%	223	42%	2391	39%	16	43%	75	33%	814	
Q36	compensation	compensation	your compensation (that is, your salary and		18	17%	61	12%	756	12%	7	19%	45	20%	408	
			benefits)?	Dissatisfied	18	17%	118	22%	1503	24%	7	19%	61	27%	557	
				Very dissatisfied	4	4%	57	11%	682	11%	5	13%	20	9%	285	
				Very satisfied	6	6%	33	6%	472	8%	4	11%	13	6%	170	
		ability to balance	How satisfied or dissatisfied are you with	Satisfied	36	34%	173	33%	1934	31%	12	31%	75	33%	736	
Q37	policy/practice >	between	the balance between professional time and	Neither satisfied nor dissatisfied	25	24%	110	21%	1033	17%	8	22%	51	22%	465	
	work/home	professional and	personal or family time?	Dissatisfied	30	29%	132	25%	1835	30%	11	28%	52	23%	640	
		personal time	, ,	Very dissatisfied	7	7%	73	14%	904	15%	3	8%	36	16%	322	
				Very satisfied	46	46%	211	42%	2495	44%	13	36%	73	34%	780	_
		fairness of	The fairness with which your immediate	=												
2004	climate, culture,	immediate	supervisor evaluates your work - Please	Satisfied	38	39%	182	36%	1869	33%	14	40%	104	48%	786	
Q38A	collegiality	supervisor's	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	8	8%	41	8%	534	9%	5	15%	22	10%	281	
		evaluations	dissatisfaction with the following aspects of your workplace:	Dissatisfied	7	7%	46	9%	487	9%	3	8%	11	5%	187	
			your workplace.	Very dissatisfied	0	0%	23	5%	323	6%	1	2%	5	2%	122	
		interest tenured	The interest tenured faculty take in your	Very satisfied	22	22%	136	26%	1603	26%	10	24%	54	25%	539	
	olimato culturo	interest tenured faculty take in	professional development - Please indicate	Satisfied	40	39%	174	33%	1998	33%	12	30%	71	32%	732	
238B	climate, culture, collegiality	your professional	your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	20	19%	88	17%	960	16%	7	17%	43	20%	458	
	collegiality	development	with the following aspects of your	Dissatisfied	15	15%	67	13%	960	16%	9	22%	36	16%	333	
		development	workplace:	Very dissatisfied	5	5%	56	11%	609	10%	3	7%	16	7%	232	
				Very satisfied	25	24%	117	23%	1406	24%	6	14%	51	23%	489	_
		opportunities to	Your opportunities to collaborate with	Satisfied	39	39%	160	32%	1702	29%	18	45%	60	27%	622	
38C	climate, culture,	collaborate with	tenured faculty - Please indicate your level	Neither satisfied nor dissatisfied	18	18%	97	19%	1123	19%	5	13%	47	21%	506	
2000	collegiality	tenured faculty	of satisfaction or dissatisfaction with the													
		teriarea faculty	following aspects of your workplace:	Dissatisfied	14	14%	81	16%	1025	17%	8	20%	36	16%	367	
				Very dissatisfied	5	5%	53	10%	643	11%	3	9%	28	13%	260	_
		value faculty in	The value faculty in your department place	Very satisfied	23	23%	N/A	N/A	570	25%	9	23%	N/A	N/A	182	
	climate, culture,	your department	on your work - Please indicate your level of	Satisfied	41	41%	N/A	N/A	808	35%	13	32%	N/A	N/A	325	
238D	collegiality	place on your	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	20	20%	N/A	N/A	439	19%	14	37%	N/A	N/A	216	
	conceptanty	work	following aspects of your workplace:	Dissatisfied	10	10%	N/A	N/A	285	13%	2	5%	N/A	N/A	116	
		WOIK	lollowing aspects of your workplace.	Very dissatisfied	6	6%	N/A	N/A	174	8%	1	3%	N/A	N/A	77	
		amount of	The amount of professional interaction you	Very satisfied	26	25%	125	24%	1561	26%	8	20%	46	20%	510	
		professional	have with tenuredcolleagues in your	Satisfied	42	41%	191	37%	2004	33%	17	42%	84	37%	755	
239A	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	22	22%	84	16%	975	16%	5	12%	42	19%	477	
	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	11	10%	78	15%	1017	17%	7	18%	34	15%	354	
		colleagues	following aspects of your workplace:		3	3%	44	8%		9%	3	9%	20	9%	212	
				Very dissatisfied					555		0		ZU			_
		amount of	The amount of personal interaction you	Very satisfied	21	21%	138	27%	1728	28%	9	23%	51	23%	522	
	climate, culture,	personal	have with tenured colleagues in your	Satisfied	34	33%	188	36%	2199	36%	13	32%	76	34%	785	
239B	collegiality	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	25	24%	106	20%	1204	20%	10	26%	59	26%	565	
		tenured	satisfaction or dissatisfaction with the	Dissatisfied	16	16%	53	10%	620	10%	6	16%	26	12%	257	
		colleagues	following aspects of your workplace:	Very dissatisfied	6	6%	31	6%	335	6%	1	3%	12	6%	151	
		amount of	The amount of professional interaction you	Very satisfied	28	28%	164	32%	1940	32%	10	25%	53	24%	585	_
		professional	have with pre-tenure colleagues in your	Satisfied	44	44%	211	41%	2406	40%	20	51%	95	43%	869	
239C	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	18	18%	81	16%	909	15%	7	17%	44	20%	472	
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	8				542		1		17	8%		
			following aspects of your workplace:	Very dissatisfied	8	8% 2%	40 18	8% 4%	542 198	9% 3%	2	2% 4%	10	8% 4%	216 99	
		colleagues														

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

RACE/ETHNICITY

Surve	y Administratio	n 2008-09					HITE FA						ULTY O			
							All selecte						All selecte	•		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
		amount of	The amount of personal interaction you	Very satisfied	26	26%	186	37%	2211	37%	13	32%	66	30%	653	29%
Q39D	climate, culture,	personal	have with pre-tenure colleagues in your	Satisfied	40	40%	191	37%	2264	38%	16	40%	97	44% 19%	859	389
Q39D	collegiality	interaction with pre-tenure	department - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied Dissatisfied	19 12	19% 12%	85 35	17% 7%	949 432	16% 7%	8	21% 6%	41 11	19%	468 169	219 89
		colleagues	following aspects of your workplace:	Very dissatisfied	2	2%	13	3%	136	2%	0	0%	5	2%	85	49
				Very satisfied	32	32%	178	34%	2214	36%	8	19%	58	25%	665	29%
			How well you fit (e.g., your sense of belonging, your comfort level) in your	Satisfied	35	35%	169	32%	2064	34%	18	44%	95	42%	830	36%
Q40	climate, culture,	how well you fit	department - Please indicate your level of	Neither satisfied nor dissatisfied	18	18%	70	13%	714	12%	10	24%	35	15%	399	179
	collegiality	-	satisfaction or dissatisfaction with the	Dissatisfied	12	12%	58	11%	729	12%	4	11%	24	11%	249	119
			following aspects of your workplace:	Very dissatisfied	4	4%	51	10%	438	7%	1	2%	15	7%	170	79
			The intellectual vitality of the tenured	Very satisfied	18	18%	114	22%	1547	25%	8	21%	50	22%	511	229
	climate, culture,		colleagues in your department - Please	Satisfied	42	42%	154	30%	1926	31%	15	39%	73	33%	737	329
Q41	collegiality	of tenured	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	23	23%	98	19%	930	15%	5	13%	60	27%	466	20%
	,	colleagues	dissatisfaction with the following aspects of your workplace:	Dissatisfied	12	12%	102	20%	1027	17%	8	20%	27	12%	341	15%
			your workplace.	Very dissatisfied	5	5%	49	10%	684	11%	3	7%	13	6%	219	109
		S-4-1141-34-114-		Very satisfied	33	33% 51%	N/A N/A	N/A N/A	818 956	37% 43%	13 17	33%	N/A N/A	N/A N/A	233 384	269 439
Q41A	climate, culture,	of pre-tenure	The intellectual vitality of pre-tenure faculty	Satisfied Neither satisfied nor dissatisfied	51 12	12%	N/A	N/A	330	15%	8	44% 19%	N/A	N/A	200	229
QTIA	collegiality	colleagues	in your department	Dissatisfied	2	2%	N/A	N/A	86	4%	1	2%	N/A	N/A	62	79
				Very dissatisfied	2	2%	N/A	N/A	48	2%	1	2%	N/A	N/A	19	29
				Very satisfied	19	21%	N/A	N/A	498	23%	6	15%	N/A	N/A	153	189
		participation in	Opportunities for participation, appropriate	Satisfied	44	47%	N/A	N/A	909	42%	15	40%	N/A	N/A	330	389
Q41B	climate, culture, collegiality	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	26	28%	N/A	N/A	534	25%	14	37%	N/A	N/A	274	329
	collegiality	institution	institution	Dissatisfied	2	2%	N/A	N/A	143	7%	2	6%	N/A	N/A	78	99
				Very dissatisfied	2	2%	N/A	N/A	94	4%	1	2%	N/A	N/A	35	49
				Very satisfied	28	28%	N/A	N/A	675	30%	10	26%	N/A	N/A	192	219
	climate, culture,		Opportunities for participation, appropriate	Satisfied	47	47%	N/A	N/A	965	43%	17	45%	N/A	N/A	365	40%
Q41C	collegiality		to your rank, in the governance of your	Neither satisfied nor dissatisfied	18	18%	N/A	N/A	377	17%	8	21%	N/A	N/A	213	249
	,	department	department	Dissatisfied	4	4%	N/A	N/A	149	7%	2	6%	N/A	N/A	80	99
				Very dissatisfied	3	3%	N/A	N/A	103	5%	1	2%	N/A	N/A	52	69
			On the whole, my institution is collegial -	Strongly agree	49 39	47% 38%	N/A N/A	N/A N/A	1555 1098	48% 34%	16 20	41% 50%	N/A N/A	N/A N/A	538 422	439 349
Q42	climate, culture,	on the whole, institution is	Please indicate your level of agreement or	Somewhat agree Neither agree nor disagree	5	5%	N/A	N/A	191	6%	1	2%	N/A	N/A	114	99
Q TZ	collegiality	collegial	disagreement with the following	Somewhat disagree	9	9%	N/A	N/A	262	8%	3	7%	N/A	N/A	120	109
		Ü	statements.	Strongly disagree	1	1%	N/A	N/A	163	5%	0	0%	N/A	N/A	53	49
				Very satisfied	34	33%	163	31%	2077	34%	11	27%	60	27%	650	289
			All things considered, how satisfied or	Satisfied	46	45%	239	46%	2581	42%	19	47%	114	51%	1032	449
Q45A	global satisfaction	department as a place to work	dissatisfied are you with your department	Neither satisfied nor dissatisfied	9	9%	44	8%	577	9%	8	19%	26	12%	301	139
	Sausiaction	place to work	as a place to work?	Dissatisfied	11	11%	58	11%	644	10%	2	5%	17	7%	221	109
				Very dissatisfied	2	2%	22	4%	280	5%	1	2%	7	3%	116	59
				Very satisfied	20	20%	91	17%	1173	19%	4	9%	36	16%	402	179
	global	institution as a	All things considered, how satisfied or	Satisfied	43	42%	246	47%	2889	47%	28	69%	118	53%	1120	489
Q45B	satisfaction	place to work	dissatisfied are you with your institution as a place to work?	Neither satisfied nor dissatisfied	28	28%	91	17%	993	16%	3	8%	37	17%	439	199
			a place to work?	Dissatisfied	11	10% 0%	72 26	14% 5%	824 287	13% 5%	4	11% 2%	24 8	11% 4%	255 104	119 59
				Very dissatisfied Chancellor	14	19%	65	18%	368	8%	8	27%	36	25%	188	119
				President	2	3%	46	13%	854	18%	0	0%	19	13%	334	199
	global	chief academic	Who serves as the chief academic officer	Vice President for Academic Affairs	1	1%	14	4%	295	6%	1	5%	6	4%	146	89
Q46A	satisfaction	officer	at your institution?	Academic Dean	6	8%	24	7%	539	12%	1	3%	10	7%	235	139
			•	Provost	50	69%	220	60%	2528	54%	18	65%	74	51%	845	489
				Other	0	0%	0	0%	55	1%	0	0%	1	1%	22	19
				Strongly agree	12	23%	47	17%	589	16%	2	8%	26	23%	292	20%
	global	CAO cares about		Somewhat agree	14	27%	84	30%	1075	29%	8	40%	36	33%	427	299
Q46B	global satisfaction	quality of life for		Neither agree nor disagree	13	25%	64	23%	937	25%	4	18%	24	21%	396	279
		pre-tenure faculty	faculty.	Somewhat disagree	11	21%	55	20%	629	17%	4	21%	14	13%	180	129
				Strongly disagree	2	4%	28	10%	471	13%	3	13%	10	9%	160	119
		how long will		For the rest of my career	22	23%	67	14%	1029	18%	6	17%	17	8%	273	139
Q47	global	remain at	Assuming you achieve tenure, how long do		49	50%	206	43%	2707	48%	14	41%	84	42%	819	399
	satisfaction	institution	you plan to remain at your institution?	For no more than 5 years after earnin	12	12%	90	19%	802	14%	2	6%	28	14%	267	139
				I haven't thought that far ahead	14	14%	111 N/A	23%	1137	20%	13	36%	72	36%	737	359
	global	why you plan to	Why do you plan to remain at your	Prefer to work at another academic in Prefer to work in private industry	6 0	50%	N/A	N/A	188	71%	N<5	N<5	N/A	N/A	66	669
	CHODAL			Freier to work in private industry	U	0%	N/A	N/A	5	2%	N<5	N<5	N/A	N/A	2	29
Q47B	satisfaction		institution for no more than five years after earning tenure?	Prefer to work in government	1	9%	N/A	N/A	2	1%	N<5	N<5	N/A	N/A	0	09





Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

RACE/ETHNICITY

Survey	Administration	on 2008-09	•			٧	VHITE FA	ACULT	Υ			FAC	CULTY O	F COL	.OR	
					Your ins	titution	All selecte	d peers	All compa	arables	Your inst	itution	All selecte	d peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Strongly agree	57	57%	225	45%	2777	46%	13	35%	82	38%	812	37%
	-1-11	would again	If I amended the State of Lance of the Company of t	Somewhat agree	22	22%	148	30%	1820	30%	15	39%	81	38%	800	36%
Q48	global satisfaction	choose to work at	If I could do it over, I would again choose to to work at this institution.	Neither agree nor disagree	11	11%	50	10%	532	9%	5	13%	19	9%	280	13%
	Salistaction	this institution	to to work at this institution.	Somewhat disagree	9	9%	51	10%	560	9%	4	11%	18	8%	194	9%
				Strongly disagree	1	1%	24	5%	309	5%	1	2%	13	6%	130	6%
	-1-11	would	If a candidate for a tenure-track faculty	Strongly recommend dept	61	60%	246	49%	2897	48%	15	39%	117	53%	997	46%
Q49	global satisfaction	recommend department as a	position asked you about your department	Recommend with reservations	39	39%	228	45%	2713	45%	22	57%	96	44%	1044	48%
		place to work	as a place to work, would you:	Not recommend dept	1	1%	31	6%	397	7%	2	4%	6	3%	149	7%
				Great	21	20%	97	19%	1141	19%	10	25%	47	21%	428	19%
	-1-11		Harrista and the same and the state of the s	Good	58	56%	259	50%	3012	49%	22	56%	110	49%	1080	48%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	So-so	23	22%	131	25%	1481	24%	6	15%	61	27%	584	26%
	SaliSiacilon	IIISIIIUIIOII	for jurilor faculty to work?	Bad	2	2%	14	3%	337	6%	1	2%	6	3%	99	4%
				Awful	0	0%	15	3%	148	2%	1	2%	1	0%	53	2%



Q25B

expectations:

reasonableness

reasonableness, earn tenure REASONABLE to you

regarding your performance as:

Tenure-Track Faculty Job Satisfaction Survey ACADEMIC AREA Survey Administration 2008-09 HUMANITIES SOCIAL SCIENCES PHYSICAL SCIENCES Your institution All selected peers All comparables Your institution All selected peers All comparables Your institution All selected peers All comparables item theme response scale Count % Count % Count % Count Count % Count % Count Count Count % name description 519 26% 24% 30% 20% 22% 26% 25% Very clea 27 277 318 10 133 53% 585 70% 65 60% 723 49% 271 51% Fairly clear 39% 54 51% 12 50% 100% 19 tenure practices I find the tenure process in my department Q19 tenure process Neither clear nor unclear 0% 11 11% 123 11% 0 0% 10 10% 175 12% 0 0% 6 15% 78 15% to be... overall 7 7% 111 10% 0% 8 8% 158 11% 0% 7% 34 6% Fairly unclear 10% 0 0 3 Very unclear 0% 2% 52 5% Ω 0% 3 2% 67 5% 0 0% 3% 19 4% 248 22% 24% 21 19% 308 0% 10 26% 110 21% Very clear 51% 21 21% 4 21% Ω 5 587 53% 710 22 Fairly clear 29% 58 57% 51% 13 76% 57 49% 61% 59% 285 53% tenure practices I find the tenure criteria (what things are 11% 0 Q20 tenure criteria Neither clear nor unclear 2 20% 8 8% 130 0% 17 16% 171 12% 14% 3 8% 77 14% overall evaluated) in my department to be... 128 44 Fairly unclear 0% 11% 0% 11 10% 173 12% 12% 2% n 9 9% Ω 8% Very unclear 5 5% 54 5% 2% 78 5% 5% 20 4% Very clear 36% 20 20% 165 14% 6% 14 13% 211 15% 0% 18% 73 14% I find the tenure standards (the Fairly clear 44% 47 47% 517 45% 13 77% 52 48% 604 42% 22% 19 51% 242 45% tenure practices tenure standards performance threshold) in my department 10% 14% 189 17% 0% 20 18% 242 17% 38% 18% 128 24% Neither clear nor unclear 14 0 3 overall to be Fairly unclea 10% 12 12% 189 17% 3 17% 17 16% 266 18% 26% 3 8% 62 12% Very unclear 0% 7% 81 7% 0 0% 5 4% 118 8% 14% 5% 32 6% 50% 20% 5 16% 258 84 16% Very clear 5 20 20% 226 29% 18 18% 3 45% 8 20% Fairly clear 30% 49 49% 530 47% 9 54% 53 50% 651 46% 0% 21 54% 267 50% I find the body of evidence that will be tenure practices tenure body of Q22 considered in making my tenure decision 16 17% 203 18% 11% 22 20% 245 17% 14% 17% 123 23% Neither clear nor unclear 2 20% 2 6 overall evidence to be.. Fairly unclear Λ 0% 7 7% 121 11% 1 6% 12 12% 205 14% 3 41% 4% 40 7% 0% 58 5% 0% 2 2% 70 5% ٥ 0% 5% 20 4% Very unclear 7% 0 27% 15 15% 230 20% 2 17 16% 282 20% 45% 9 25% 99 Very clear 3 13% 3 19% Fairly clear 6 53% 50 51% 503 45% 13 77% 42 40% 593 42% 0 0% 13 35% 230 43% tenure practices sense of My sense of whether or not I will achieve 023 21 21% 223 20% 10% 34 32% 357 25% 44% 11 29% Neither clear nor unclear 20% 2 3 135 26% overall achieving tenure tenure is... Fairly unclear 0% 8 8% 120 11% 0 0% 8 7% 124 9% 12% 3% 38 7% Very unclear 0% 6% 48 4% 0 0% 5% 72 5% 0% 8% 26 5% Very clear 60% 35 35% 292 25% 5 29% 22 21% 358 25% 22% 10 26% 134 25% Fairly clear 40% 45 44% 560 49% 9 54% 57 53% 690 48% 22% 20 54% 264 50% tenure A scholar - Is what's expected in order to expectations > earn tenure CLEAR to you regarding your Q24A expectations: Neither clear nor unclear 0% 9 9% 121 11% 6% 16 15% 163 11% 2 30% 5 14% 70 13% clarity > scholar performance as: clarity Fairly unclear 0% 9 9% 140 12% 2 11% 11 10% 175 12% 2 26% 3% 47 9% Very unclear 0% 3 3% 33 3% 0 0% 1% 47 3% 0 0% 3% 18 3% 0 Very clear 18% 17 17% 195 17% 6% 20 18% 275 19% 28% 12 33% 100 19% A teacher - Is what's expected in order to Fairly clear 63% 41 41% 554 49% 9 53% 45 42% 647 45% 3 38% 14 39% 271 51% tenure expectations > Q24B expectations: earn tenure CLEAR to you regarding your 2 20% 18 18% 180 16% 6 35% 16 15% 268 19% 22% 16% 95 18% Neither clear nor unclear 6 clarity > teacher clarity performance as: Fairly unclea 0% 20 21% 171 15% 6% 22 21% 192 13% 12% 10% 49 9% 0 Very unclear Λ 0% 3 3% 38 3% 0% 1 4% 52 4% Ω 0% 3% 11 2% Very clear 12% 8% 89 8% 2 12% 11 10% 147 11% 0 0% 6 18% 59 12% An advisor to students - Is what's expected. Fairly clear 12% 19 22% 310 29% 23% 34 32% 395 29% 30% 21% 190 37% tenure expectations > Q24C expectations: in order to earn tenure CLEAR to you Neither clear nor unclear 27% 27 31% 322 30% 42% 26 25% 424 31% 56% 12 35% 141 28% clarity > advisor clarity regarding your performance as: Fairly unclear 24 48% 25 29% 245 23% 4 23% 23% 310 22% 14% 7 20% 89 17% 0% 10% 107 10% 0 0% 11 10% 105 8% 0 0% 6% 33 6% Very unclear 9 Very clear 10% 8 8% 92 8% 0 0% 9 9% 169 12% 0 0% 19% 62 12% expectations > 12% 34 34% 432 39% 10 60% 39 36% 467 33% 3 44% 8 23% 190 36% A colleague in your department - Is what's Fairly clear tenure clarity > Q24D expectations: expected in order to earn tenure CLEAR to Neither clear nor unclear 5 56% 25 25% 276 25% 2 15% 34 32% 388 27% 3 45% 12 33% 143 27% colleague in clarity you regarding your performance as: 22% 23 23% 220 20% 4 25% 16 15% 262 19% 0% 15% 92 18% Fairly unclear 2 Ω 5 department 9% 8% 129 9% 11% 35 Very unclear 0% 11 11% 101 Ω 0% 8 12% 7% Very clear Λ 0% 7 7% 73 7% 1 7% 6 6% 114 8% Ω 0% 5 15% 36 7% Fairly clear 10% 24 25% 309 28% 2 12% 23 22% 407 29% 30% 22% 164 32% tenure expectations > A campus citizen - Is what's expected in Q24F clarity > campus order to earn tenure CLEAR to you 38% 31 32% 330 30% 19% 31 31% 391 28% 45% 14 38% 162 31% expectations: Neither clear nor unclear 3 3 citizen regarding your performance as: clarity 53% 23 24% 254 23% 8 51% 30 29% 327 23% 2 26% 14% 105 20% Fairly unclear 5 0% 12% 146 13% 12% 12 12% 154 11% 0% 10% 51 10% Very unclear 11 0% 6 7% 63 6% 7% 8% 99 7% 0% 10% 24 5% Very clear A member of the broader community - Is Fairly clear 10% 18 20% 210 20% 5 33% 25 26% 302 23% 30% 20% 133 26% expectations > tenure what's expected in order to earn tenure Q24F 43% 24 26% 343 32% 7% 29 30% 387 29% 22% 40% 177 34% expectations: clarity > member Neither clear nor unclear 14 CLEAR to you regarding your performance clarity of community Fairly unclear 3 32% 28 30% 260 24% 46% 19 19% 340 25% 3 48% 17% 115 22% 18% 18% 213 13% Very unclear 15% 15 17% 189 7% 17 16% 0 0% 64 12% Very reasonable 5 51% 26 26% 312 27% 5 30% 22 20% 406 29% 0 0% 13 35% 163 31% expectations > A scholar - Is what's expected in order to 49% 462 41% 64% 51 48% 579 41% 59% 18 51% 42% Fairly reasonable 39 38% 11 224 tenure 5 reasonableness earn tenure REASONABLE to you expectations: Neither reasonable nor unreasonable 0% 20 20% 205 18% 6% 22 21% 235 17% 3 41% 8% 103 19% reasonableness > scholar regarding your performance as: Fairly unreasonable Λ 0% 12 12% 116 10% Ω 0% 7 6% 152 11% 0 0% Ω 0% 24 5% 0% 42 4% Ω 0% 6 5% 44 n 0% 6% 16 3% Very unreasonable 4 4% 3% Ω Very reasonable 9% 24 25% 296 26% 4 24% 27 25% 438 31% 14% 13 36% 146 28% expectations > A teacher - Is what's expected in order to Fairly reasonable 77% 34 35% 459 41% 42% 39 36% 520 37% 16% 15 42% 224 43% tenure

frequency: 28 of 72

7%

2%

275

77

23

24%

7%

2%

6 34%

0 0% 36 34%

4

3%

2%

321

107

30

23%

8%

2%

5 70%

0 0%

0 0% 6 16%

3%

111

32

10

21%

6%

2%

31 32%

6

14%

0%

0

Neither reasonable nor unreasonable

Fairly unreasonable

Very unreasonable



Tenure-Track Faculty Job Satisfaction Survey

ACADEMIC AREA

	e-Track Faculty y Administratio		on Survey				HUMAN	JITIFS					CIAL SC					PHY	SICAL	SCIEN	CES	
Ourve	y Administration	11 2000 00			Your inst			1	All compa	rables	Your insti		All selected		All compa	arables	Your ins				All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very reasonable	1	12%	11	13%	168	16%	4	24%	16	15%	263	20%	0	0%	6	18%	113	22%
	tenure		An advisor to students - Is what's expected		2	27%	15	17%	263	25%	3	18%	30	28%	359	27%	3	52%	11	30%	162	32%
Q25C	expectations:		in order to earn tenure REASONABLE to	Neither reasonable nor unreasonable	3	47%	53	61%	517	49%	10	58%	49	46%	604	45%	3	48%	15	43%	197	39%
	reasonableness	> advisor	you regarding your performance as:	Fairly unreasonable	1	14%	5	6%	70	7%	0	0%	6	5%	79	6%	0	0%	2	5%	22	4%
				Very unreasonable	0	0% 10%	3	4% 15%	35 197	3% 18%	0	0% 7%	5 22	5% 21%	38	3% 22%	0	0% 14%	9	3% 26%	12	2% 21%
	tenure	expectations >	A colleague in your department - Is what's	Very reasonable Fairly reasonable	4	46%	15 24	24%	327	30%	8	49%	32	31%	398	29%	1	16%	8	21%	172	33%
Q25D	expectations:		expected in order to earn tenure	Neither reasonable nor unreasonable		44%	45	45%	450	41%	7	45%	44	42%	549	40%	4	56%	16	43%	184	35%
QLOD	reasonableness		REASONABLE to you regarding your	Fairly unreasonable	0	0%	10	10%	89	8%	0	0%	5	5%	85	6%	1	14%	3	7%	31	6%
		department	performance as:	Very unreasonable	0	0%	6	6%	43	4%	0	0%	2	2%	37	3%	0	0%	1	3%	21	4%
				Very reasonable	0	0%	10	11%	144	13%	1	7%	10	9%	216	16%	0	0%	6	18%	75	15%
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly reasonable	2	21%	18	18%	273	25%	3	18%	23	23%	350	26%	1	16%	5	14%	140	27%
Q25E	expectations:		order to earn tenure REASONABLE to you	Neither reasonable nor unreasonable	8	79%	62	64%	592	54%	12	75%	64	62%	681	50%	6	84%	23	63%	261	51%
	reasonableness	> campus citizen	regarding your performance as:	Fairly unreasonable	0	0%	3	3%	54	5%	0	0%	3	3%	67	5%	0	0%	1	2%	21	4%
				Very unreasonable	0	0%	3	3%	33	3%	0	0%	3	3%	38	3%	0	0%	1	3%	15	3%
		avacatations -	A member of the broader community - Is	Very reasonable	0	0%	8	9%	113	11%	1	7%	13	13%	200	15%	0	0%	6	16%	63	13%
	tenure	reasonableness	what's expected in order to earn tenure	Fairly reasonable	1	10%	15	17%	183	18%	6	40%	26	26%	286	22%	1	16%	7	20%	123	25%
Q25F	expectations:	> member of	REASONABLE to you regarding your	Neither reasonable nor unreasonable		68%	61	67%	653	63%	8	53%	54	55%	718	55%	6	84%	20	55%	281	56%
	reasonableness	community	performance as:	Fairly unreasonable	2	22%	5	6%	56	5%	0	0%	2	2%	68	5%	0	0%	1	2%	24	5%
				Very unreasonable	0	0%	1	2%	31	3%	0	0%	3	3%	21	2%	0	0%	2	6%	11	2%
		consistent		Strongly agree	4	41% 49%	32	32%	260	24% 32%	5	29%	19	18%	289	21% 33%	0	0%	9	26% 33%	129	25% 31%
000	tenure practices		I have received consistent messages from	Somewhat agree	5	10 70	30	30%	354	02,0	7	40%	54	51%	462	0070	2	36%	11	0070	162	0.70
Q26	overall	tenure from tenured	senior colleagues about the requirements for tenure.	Neither agree nor disagree	0	0% 0%	10 18	10% 18%	90 216	8% 19%	1	6% 25%	6 17	5% 16%	113 296	8% 21%	1	22% 16%	5 4	14% 11%	66 88	13% 17%
		colleagues	ioi teriure.	Somewhat disagree	0	10%	18	9%	216 186	17%	4 0	25% 0%			296 249	18%	2	26%	6	17%	72	17%
				Strongly disagree	4	46%	35	40%	355	33%	7	47%	11 44	10% 44%	457	33%	0	0%	17	48%	187	37%
		tenure decisions	In my opinion, tenure decisions here are	Strongly agree Somewhat agree	5	54%	32	36%	393	37%	7	48%	33	33%	520	38%	3	45%	10	29%	163	32%
Q27A	tenure practices	based on	made primarily on performance-based	Neither agree nor disagree	0	0%	8	9%	107	10%	0	0%	8	8%	128	9%	1	14%	5	14%	70	14%
Q	overall	performance	criteria rather than on non-performance	Somewhat disagree	0	0%	8	9%	132	12%	1	5%	11	11%	158	12%	1	16%	1	3%	50	10%
		•	criteria.	Strongly disagree	0	0%	6	6%	77	7%	0	0%	5	5%	106	8%	2	26%	2	6%	33	7%
				Very satisfied	1	12%	19	19%	269	24%	3	17%	15	14%	340	24%	1	22%	- 6	17%	89	17%
		way you spend	The way you spend your time as a faculty	Satisfied	7	77%	49	49%	518	46%	8	47%	64	60%	736	51%	4	62%	20	56%	280	53%
Q28	nature of work overall	your time as a	member - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	0	0%	11	11%	121	11%	2	13%	11	11%	133	9%	0	0%	5	13%	53	10%
	Overall	faculty member	following:	Dissatisfied	1	12%	19	19%	184	16%	3	18%	14	14%	187	13%	1	16%	4	11%	81	15%
			10110 H. 11g.	Very dissatisfied	0	0%	2	2%	42	4%	1	5%	2	2%	36	3%	0	0%	1	3%	22	4%
			The number of bours you work as a faculty	Very satisfied	2	23%	N/A	N/A	120	18%	1	6%	N/A	N/A	137	19%	1	22%	N/A	N/A	31	11%
	nature of work	number of hours	The number of hours you work as a faculty member in an average week - Please	Satisfied	5	55%	N/A	N/A	282	42%	8	47%	N/A	N/A	347	47%	1	12%	N/A	N/A	138	51%
Q28B	overall	you work as a	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	1	10%	N/A	N/A	111	17%	4	23%	N/A	N/A	97	13%	2	30%	N/A	N/A	50	18%
		faculty member	dissatisfaction with the following:	Dissatisfied	1	12%	N/A	N/A	120	18%	3	19%	N/A	N/A	124	17%	2	36%	N/A	N/A	38	14%
				Very dissatisfied	0	0%	N/A	N/A	33	5%	1	5%	N/A	N/A	34	5%	0	0%	N/A	N/A	15	6%
			- 1 1 1 ()	Very satisfied	2	20% 29%	38	39% 47%	471 432	42% 38%	9	53%	41 47	38% 44%	569 589	40% 41%	1	14% 86%	14	38% 49%	182 250	35% 48%
Q29A	nature of work >	level of courses	The level of the courses you teach - Please indicate your level of satisfaction or	Satisfied	3 2	19%	46 7		432 94	38% 8%	5 2	31% 10%		12%	589 127	41% 9%	6	0%	18 2			48% 9%
QZJA	teaching	you teach	dissatisfaction with the following:	Neither satisfied nor dissatisfied Dissatisfied	3	33%	6	7% 6%	114	10%	1	5%	13 4	4%	114	8%	0	0%	2	5% 5%	48 28	5%
			g-	Very dissatisfied	0	0%	1	1%	23	2%	0	0%	2	2%	30	2%	0	0%	1	3%	12	2%
				Very satisfied	2	19%	48	49%	493	44%	5	29%	48	45%	558	39%	2	28%	21	58%	211	40%
		number of	The number of courses you teach - Please	- i - ·	6	53%	30	31%	319	28%	5	30%	41	38%	442	31%	3	50%	11	29%	175	34%
Q29B	nature of work >	courses you	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	2	19%	5	5%	103	9%	2	12%	9	9%	144	10%	1	22%	3	8%	66	13%
	teaching	teach	dissatisfaction with the following:	Dissatisfied	1	10%	10	10%	149	13%	4	25%	6	6%	198	14%	0	0%	1	2%	48	9%
				Very dissatisfied	0	0%	5	5%	67	6%	1	5%	2	2%	87	6%	0	0%	1	2%	21	4%
		d (The decree of influence is a significant to the sig	Very satisfied	3	29%	58	60%	665	59%	11	65%	58	54%	829	58%	1	14%	22	62%	253	48%
	nature of work -	degree of influence over	The degree of influence you have over the	Satisfied	8	71%	28	29%	287	25%	4	25%	35	33%	378	26%	6	86%	8	21%	163	31%
Q29C	nature of work > teaching	which courses	courses you teach - Please indicate your level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	0	0%	4	4%	67	6%	1	5%	4	3%	91	6%	0	0%	3	8%	54	10%
	todoming	you teach	the following:	Dissatisfied	0	0%	6	6%	88	8%	1	5%	9	9%	106	7%	0	0%	2	6%	28	5%
				Very dissatisfied	0	0%	1	1%	21	2%	0	0%	1	1%	24	2%	0	0%	1	3%	25	5%
			The discretion you have over the content	Very satisfied	8	71%	76	80%	856	76%	15	90%	83	78%	1137	80%	0	0%	27	75%	323	62%
0005	nature of work >	discretion over	of your courses you teach - Please indicate	Satisfied	3	29%	16	17%	193	17%	2	10%	19	17%	241	17%	7	100%	7	19%	139	27%
Q29D	teaching	course content	your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	0	0%	1	1%	36	3%	0	0%	5	4%	27	2%	0	0%	2	6%	33	6%
			with the following:	Dissatisfied	0	0% 0%	1	1% 1%	32 10	3% 1%	0	0% 0%	1	1% 0%	22 3	2% 0%	0	0% 0%	0	0% 0%	11 14	2%
				Very dissatisfied	0	9%	27	28%	374	33%	5	28%	40	37%	513	36%	0	0%		32%	161	3% 31%
		number of	The number of students you tooch	Very satisfied Satisfied	3	30%	39	28% 40%	374 406	36%	5 6	28% 37%	40 32	37% 30%	499	35%	4	55%	12 16	32% 43%	225	43%
Q29E	nature of work >	students you	The number of students you teach - Please indicate your level of satisfaction or		2	23%	13	14%	113	10%	1	5%	32 15	14%	142	10%	3	45%	8	22%	69	13%
~	teaching	teach	dissatisfaction with the following:	Dissatisfied	3	30%	16	17%	164	15%	3	18%	15	14%	198	14%	0	0%	0	0%	40	8%
				Many dispetiation	4	00/	10	40/	.04	.070	0	440/	4	40/	70	. 770	0	00/	4	070		E0/

1 1% frequency: 29 of 72 72

6% 2 11%

4 4% 78 5% 0 0%

Very dissatisfied

HUMANITIES



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA SOCIAL SCIENCES

S PHYSICAL SCIENCES

					Your in:	stitution	All selecte		All compa		Your inst		All selected		All compa		Your ins		All selecte		All compa	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			The quality of undergraduate students with	Very satisfied	0	0%	15	15%	236	21%	2	12%	14	14%	269	20%	1	22%	10	27%	100	199
	nature of work >	quality of	whom you interact - Please indicate your	Satisfied	3	30%	44	44%	418	37%	5	35%	34	36%	419	31%	2	36%	11	31%	159	319
Q29F	teaching	undergraduate	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	4	37%	19	19%	199	18%	2	13%	22	23%	271	20%	3	41%	11	29%	136	279
		students	the following:	Dissatisfied	3	33%	19	19%	220	20%	5	34%	20	20%	300	22%	0	0%		11%	95	199
				Very dissatisfied	0	0%	3	3%	53	5%	1	5%	7	7%	112	8%	0	0%	1	2%	22	49
			The quality of graduate students with	Very satisfied	0	0%	15	17%	210	24%	6	35%	21	20%	269	22%	0	0%		13%	57	129
	nature of work >	quality of	whom you interact - Please indicate your	Satisfied	5	68%	40	47%	363	41%	7	43%	35	33%	451	37%	1	22%		46%	168	379
Q29G	teaching	graduate	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	1	12%	15	18%	150	17%	3	16%	25	24%	216	18%	1	14%	-	25%	105	239
	3	students	the following:	Dissatisfied	0	0%	15	17%	136	15%	1	6%	18	17%	211	17%	4	64%		14%	97	219
				Very dissatisfied	1	20%	1	1%	32	4%	0	0%	7	7%	67	6%	0	0%		2%	32	79
			The amount of time you have to conduct	Very satisfied	1	9%	13	13%	115	10%	0	0%	12	11%	161	11%	1	22%		16%	44	99
	nature of work >	amount of time to	research/produce creative work - Please	Satisfied	6	53%	27	28%	314	28%	6	35%	40	38%	438	31%	2	26%		50%	159	319
Q30B	research		indicate your level of satisfaction or	Neither satisfied nor dissatisfied	0	0%	12	12%	127	11%	2	12%	14	13%	166	12%	1	14%	3	9%	78	
			dissatisfaction with the following:	Dissatisfied	4	39%	33	34%	346	31%	4	24%	28	26%	442	31%	3	38%		20%	176	349
				Very dissatisfied	0	0%	13	13%	228	20%	5	29%	12	11%	223	16%	0	0%	2	5%	64	129
			The amount of external funding you are	Very satisfied	0	0%	5	7%	75	8%	1	5%	5	5%	143	11%	0	0%	4	11%	39	89
	nature of work >	expectations for	expected to find - Please indicate your	Satisfied	4	51%	22	27%	191	21%	3	17%	33	33%	379	28%	2	36%	9	26%	179	359
Q30C	research	finding external	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	4	49%	24	30%	363	39%	4	24%	33	32%	444	33%	3	41%	17	50%	164	329
	researen	funding	the following:	Dissatisfied	0	0%	22	27%	171	19%	7	42%	24	24%	250	19%	1	22%	4	11%	87	179
				Very dissatisfied	0	0%	8	9%	123	13%	2	12%	5	5%	117	9%	0	0%	1	3%	43	89
			- 1 : 6	Very satisfied	8	76%	64	64%	726	65%	12	72%	69	65%	955	67%	4	59%	21	60%	302	589
	nature of work >	influence over	The influence you have over the focus of	Satisfied	1	10%	24	24%	282	25%	5	28%	29	27%	331	23%	3	41%	10	29%	163	319
Q30D	research		your research/creative work - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	1	14%	5	5%	70	6%	0	0%	6	5%	86	6%	0	0%	4	11%	36	79
	research	locus of research	dissatisfaction with the following:	Dissatisfied	0	0%	5	5%	32	3%	0	0%	2	2%	46	3%	0	0%	0	0%	16	39
			dissensition with the following.	Very dissatisfied	0	0%	2	2%	14	1%	0	0%	0	0%	8	1%	0	0%	0	0%	4	19
				Very satisfied	2	20%	12	12%	225	20%	2	12%	15	14%	311	22%	0	0%	6	17%	128	259
			The quality of facilities (i.e., office, labs,	Satisfied	3	27%	32	32%	364	33%	9	57%	42	39%	452	32%	4	61%	14	41%	190	379
Q31	nature of work	quality of facilities	classrooms) - Please indicate your level of	Neither satisfied nor dissatisfied	3	33%	18	18%	173	16%	2	12%	22	21%	218	15%	0	0%	7	20%	78	159
	overall		satisfaction or dissatisfaction with the following:	Dissatisfied	1	10%	26	26%	242	22%	3	19%	21	19%	301	21%	3	39%	4	11%	86	169
			lollowing.	Very dissatisfied	1	10%	12	12%	109	10%	0	0%	7	7%	136	10%	0	0%	4	11%	38	79
			The amount of access you have to	Very satisfied	0	0%	5	6%	106	11%	3	18%	12	11%	182	14%	0	0%		16%	73	159
		amount of access	Teaching Fellows, Graduate Assistants, et	·	0	0%	15	19%	235	25%	5	32%	40	38%	381	28%	3	52%		38%	159	339
Q32	nature of work	to TA's, RA's,	al Please indicate your level of	Neither satisfied nor dissatisfied	4	48%	26	32%	193	21%	1	6%	25	23%	246	18%	2	36%		18%	99	219
	overall	etc.	satisfaction or dissatisfaction with the	Dissatisfied	1	14%	23	28%	230	25%	5	30%	23	22%	316	24%	1	12%		20%	87	189
			following:	Very dissatisfied	3	39%	13	15%	176	19%	2	14%		6%	214	16%	0	0%		9%	59	129
				Very satisfied	6	60%	36	37%	405	36%	2	11%	20	19%	432	30%	0	0%	11	34%	147	299
			Clerical/administrative services - How	Satisfied	3	30%	36	37%	370	33%	12	77%	41	38%	457	32%	2	30%		39%	173	349
Q33A	nature of work	clerical/administr	satisfied are you with the quality of these	Neither satisfied nor dissatisfied	1	10%	5	5%	120	11%	1	6%	15	14%	159	11%	2	36%		15%	70	149
	overall	ative services	support services?	Dissatisfied	0	0%	18	18%	154	14%	1	7%	26	24%	238	17%	1	22%	2	6%	71	149
				Very dissatisfied	0	0%	3	3%	73	7%	0	0%	5	5%	136	10%	1	12%		5%	48	99
				Very satisfied	1	10%	9	10%	159	15%	0	0%	12	12%	174	13%	0	0%		27%	94	199
				Satisfied	6	54%	30	34%	329	32%	6	37%	36	36%	395	29%	0	0%		46%	171	349
Q33B	nature of work >	research services	Research services - How satisfied are you	Neither satisfied nor dissatisfied	4	36%	20	23%	233	23%	3	20%	34	33%	345	26%	3	44%		8%	94	199
4002	research	10000101100111000	with the quality of these support services?	Dissatisfied	0	0%	21	24%	194	19%	5	34%	10	10%	295	22%	2	42%	5	15%	95	199
				Very dissatisfied	0	0%	7	8%	119	12%	1	9%	a	9%	131	10%	1	13%	-	3%	43	99
				Very satisfied	0	0%	11	13%	238	22%	1	9%	15	15%	268	20%	0	0%		33%	104	219
				Satisfied	6	66%	37	43%	419	39%	5	40%	46	44%	515	38%	2	35%		38%	217	449
Q33C	nature of work >	teaching services	Teaching services - How satisfied are you	Neither satisfied nor dissatisfied	2	22%	19	23%	247	23%	3	25%	34	33%	368	27%	3	52%		23%	104	219
Q330	teaching	teaching services	reaching services - How satisfied are you with the quality of these support services?	Dissatisfied	1	12%	14	17%	111	10%	2	16%	2	2%	145	11%	1	13%	1	3%	48	109
				Very dissatisfied	0	0%	4	4%	45	4%	4	11%	6	2% 5%	56	4%	0	0%		3% 2%	22	49
					5	43%	25	26%	273	24%	3	18%	16	16%	297	21%	0	0%		28%	107	219
				Very satisfied	-	57%		34%		38%	-						-					
2000	nature of work	computing	Computing services - How satisfied are	Satisfied	6	. , , .	33		424		9	56%	48	45%	523	37%	0	0%		44%	183	36
Q33D	overall	services	you with the quality of these support services?	Neither satisfied nor dissatisfied	0	0%	24	25%	203	18%	2	13%	26	24%	280	20%	4	65%		16%	100	20
			Services?	Dissatisfied	0	0%	9	9%	144	13%	2	13%	11	10%	207	15%	1	19%		6%	74	15
				Very dissatisfied	0	0%	6	6%	77	7%	0	0%	5	5%	97	7%	1	16%		5%	47	9'
			Formal mentoring program for junior	Very important	1	9%	23	23%	311	28%	3	17%	20	19%	368	26%	0	0%		17%	111	21
	policy/practice >		faculty - Please rate how important or	Important	9	81%	44	44%	425	38%	6	37%	43	41%	547	38%	4	73%		59%	223	43
(34A1	importance >	formal mentoring	unimportant you think each would be to	Neither important nor unimportant	1	10%	22	23%	210	19%	5	33%	25	23%	278	20%	0	0%		11%	111	21
	climate/culture		your success.	Unimportant	0	0%	5	5%	124	11%	1	7%	12	11%	151	11%	0	0%		14%	53	10
				Very unimportant	0	0%	5	5%	53	5%	1	7%	7	6%	78	5%	1	27%		0%	22	4
				Very important	2	19%	41	41%	523	47%	10	59%	42	39%	698	49%	3	53%		31%	211	40
	policy/practice >	informal	Informal mentoring - Please rate how	Important	6	57%	46	46%	457	41%	6	35%	50	47%	538	38%	3	47%	19	55%	235	45
	importance >		important or unimportant you think each	Neither important nor unimportant	1	14%	10	10%	81	7%	1	5%	11	10%	125	9%	0	0%	4	11%	55	11
234A2																						
234A2	climate/culture	mentoring	would be to your success.	Unimportant	1	10%	3	3%	44	4%	0	0%	2	2%	38	3%	0	0%	1	3%	14	39

frequency: 30 of 72



Tenure-Track Faculty Job Satisfaction Survey

work/home

your success

ACADEMIC AREA

Survey Administration 2008-09 HUMANITIES SOCIAL SCIENCES PHYSICAL SCIENCES Your institution All selected peers All comparables All selected peers All comparables Your institution Your institution All selected peers All comparables Count item theme response scale Count % Count % Count % Count % % Count % Count % Count Count % name description 23% 39% 35% 34% 561 27% 23% 30% 38 395 12% 36 40% 8 158 Periodic, formal performance reviews for 47% 51% 49% 56 53% 57% 61% 278 54% Important 50 551 14 82% 632 45% 3 21 policy/practice > periodic, forma iunior faculty - Pease rate how important or Q34A3 performance Neither important nor unimportant 20% 7% 119 11% 6% 8 8% 142 10% 17% 14% 61 12% importance > unimportant you think each would be to tenure reviews 0% 3 39 3% 0% 4% 44 3% 0% 3% 18 3% Unimportant 3% 0 4 0 VOUR SUCCESS 0% Very unimportant 10% Ω 11 1% Ω 0% 1% 30 2% 0 0% 0% 6 1% 9% 34 4 32 30% 530 0% 23% 27% 35% 377 34% 25% 38% Ω 141 Very important 8 Written summary of periodic performance policy/practice > written summary Important 6 53% 55 56% 553 50% 11 64% 50 48% 614 44% 83% 21 60% 257 50% reviews for junior faculty - Please rate how Ω 3444 importance > of performance Neither important nor unimportant 2 19% 6 7% 135 12% 2 11% 18 17% 180 13% 17% 4 12% 95 18% important or unimportant you think each tenure reviews 4% 10% 39 4% 3% 17 Unimportant 2 2% 0 0% .3 3% 57 n 0% 3% would be to your success. Very unimportant 10% 0 0% 10 1% 0 0% 2% 27 2% 0% 2% 1% Very important 10% 26 26% 328 30% 5 32% 37 35% 534 38% 0% 13 38% 217 42% Professional assistance in obtaining policy/practice > professional Important 3 36% 44 45% 403 36% 9 55% 44 42% 596 42% 100% 15 42% 211 41% externally funded grants - Please rate how Q34A5 assistance in 17 17% 248 22% 0% 20 19% 192 12% 12% importance > 11% 0 14% 0 0% 60 Neither important nor unimportant 4 important or unimportant you think each research obtaining grants Unimportant 32% 7% 94 8% 2 13% 4 4% 65 5% 0 0% 3 8% 21 4% would be to your success. Very unimportant 11% 5% 35 3% 0 0% 0 0% 22 2% 0 0% 0 0% 1% 18 202 18% 6% 12 0% 74 14% Very important 0 0% 18% 11% 209 15% 0 2 6% professional Professional assistance for improving 53% 34 36% 497 45% 9 54% 36 34% 577 41% 83% 19 57% 231 45% policy/practice > Important 5 assistance for teaching - Please rate how important or Q34A6 importance > 29 30% 245 22% 3 21% 36 34% 352 25% 18% 151 29% Neither important nor unimportant 10% 17% improving unimportant you think each would be to teaching Unimportant 3 29% 9 10% 129 12% 3 19% 18 17% 215 15% Ω 0% 6 19% 48 9% teaching vour success 9% 5% 43 4% 0% 4 4% 61 4% n 0% 0% 11 2% Very unimportant 5 Λ n 74 15 58 55% 956 67% 0% 8 23% Very important 8 71% 74% 846 75% 88% 0 191 37% Travel funds to present papers or conduct policy/practice > Important 10% 23 24% 248 22% 2 12% 46 44% 420 30% 3 57% 18 53% 231 45% research - Please rate how important or 2% 20% 14% O34A7 importance > travel funds Neither important nor unimportant 9% 2 2% 18 0 0% - 1 1% 24 2% 27% 70 unimportant you think each would be to research Unimportant 10% 0 0% 1% 0 0% 0 0% 13 1% 17% 0 0% 22 4% vour success. Very unimportant 0% 0 0% 0% 0 0% 0 0% 0% 0% 3% 0% Very important 6 60% 70 71% 820 73% 12 71% 54 51% 916 65% 2 43% 10 29% 191 38% Paid or unpaid research leave during the Important 40% 23 23% 225 20% 4 24% 40 38% 369 26% 3 57% 13 38% 176 35% policy/practice > paid/unpaid pre-tenure period - Please rate how Q34A8 importance > Neither important nor unimportant 0 0% 4 4% 43 4% 5% 9 8% 101 7% 0 0% 11 33% 100 20% research leave important or unimportant you think each research Unimportant 0% 2 2% 15 1% 0 0% 3 3% 25 2% 0 0% 0 0% 26 5% would be to your success. Very unimportant 0% 0 0% 15 1% 0 0% 0 0% 1% 0 0% 0% 14 3% 0 9 0 Very important 11% 36 37% 366 33% 6 35% 25 26% 448 32% 0% 2 5% 67 13% Paid or unpaid personal leave during the policy/practice > Important 2 21% 30 31% 346 31% 8 47% 35 35% 436 31% 6 100% 13 37% 158 31% paid/unpaid pre-tenure period - Very important- Please Q34A9 importance > Neither important nor unimportant 42% 22 23% 275 25% 1 6% 30 30% 392 28% Ω 0% 16 46% 198 39% rate how important or unimportant you work/home Unimportant 15% 5 5% 80 7% 6% 6 6% 83 6% 0 0% 12% 54 11% think each would be to your success. Very unimportant 110/ 5 5% 36 3% 6% 3 3% 15 3% Ω 0% Ω 0% 27 5% Very important 3 29% 49 49% 599 54% 6 38% 44 43% 722 51% 0 0% 9 25% 174 34% An upper limit on committee assignments 37% 39 40% 396 36% 9 54% 49 48% 525 37% 60% 19 53% 246 48% policy/practice > upper limit on Important 3 Q34A1 for tenure-track faculty - Please rate how importance > committee Neither important nor unimportant 34% 9 9% 92 8% 8% 9 9% 138 10% 40% 17% 79 15% important or unimportant you think each assignments tenure Unimportant Λ 0% 1 1% 15 1% 0 0% 1% 18 1% 0 0% 2 5% 13 2% would be to your success 0% 1% 10 1% 0 0% 0 0% 0% 0 0% 0% 1% Very unimportant Λ 3 Very important 70% 64 65% 754 68% 8 48% 56 54% 975 69% 5 86% 19 55% 294 57% 30% 29 30% 312 28% 46% 46 44% 400 28% 0% 13 38% 196 38% upper limit on An upper limit on teaching obligations -3 8 0 policy/practice > O34A1 teaching importance > Please rate how important or unimportant Neither important nor unimportant Λ 0% 4 4% 39 3% 5% 2 2% 29 2% 14% 2 7% 20 4% teaching obligations you think each would be to your success. 0% 1% 1% 0 0% 0 0% 0% 0 0% 0% 4 1% Unimportant 6 6 0 0% ٥ 0% 0% Very unimportant 0% Ω 0% Ω 0% 0% 0% 0% Very important 4 37% 26 27% 340 31% 3 17% 28 27% 379 27% Ω 0% 5 14% 127 25% Peer reviews of teaching or 53% 56% 536 49% 65% 51 50% 693 49% 67% 22 66% 246 48% Important 54 11 policy/practice > peer reviews of 6 Q34A1 research/creative work - Please rate how 12 12% 163 15% 18% 17 17% 228 16% 33% 4 12% 104 20% importance > teaching or Neither important nor unimportant 0% 3 2 important or unimportant you think each climate/culture research 10% 5 5% 52 5% 0 0% 7 7% 87 6% 0% 5% 28 5% Unimportant 0 2 would be to your success. 0% 11 1% 0% 0 0% 0% 3% 12 2% Very unimportant 0% 0 0 22 2% 0% 34 36% 403 38% 8 28 28% 541 39% 17% 23% 154 31% Very important 10% 19 20% 211 20% 29% 27 27% 297 21% 14% 26% 113 23% policy/practice > Childcare - Please rate how important or Important 5 Q34A1 67% 23 238 22% 6% 21 266 53% 11 33% 133 27% importance > childcare unimportant you think each would be to Neither important nor unimportant 24% 21% 19% 3 work/home 0 0% 6 6% 69 6% 2 12% 8 8% 98 7% 0 0% 3 9% 37 7% Unimportant 14% 17% 11% Very unimportant 23% 13 14% 153 6% 17 188 14% 17% 3 8% 56 Λ 0% 13 14% 282 26% 8% 9 8% 281 20% 0 0% 3% 79 16% Very important 33% 277 26% 24% 17 17% 327 14% 8% 23% Important 19 20% 4 23% 117 policy/practice > financial Financial assistance with housing - Please 3 3 O34A1 importance > assistance with rate how important or unimportant you Neither important nor unimportant 30% 35 37% 279 26% 8 45% 38 37% 404 29% 70% 13 39% 150 30% compensation think each would be to your success. housing Unimportant 3 29% 17 18% 144 13% 2 12% 22 22% 206 15% 0 0% 12 34% 89 17% 9% 104 10% 2 12% 17 16% 186 13% 17% 17% 74 14% 9 10% 6 Very unimportant 29% 42 44% 496 46% 8 49% 43 42% 640 46% 27% 20% 139 28% Very important Stop-the-clock for parental or other family 39% 26 27% 306 28% 5 31% 28 27% 405 29% 30% 15 44% 169 33% policy/practice > Q34A1 reasons - Please rate how important or importance > stop-the-clock Neither important nor unimportant 14% 17 18% 172 16% 7% 18 18% 202 14% 27% 9 25% 121 24% unimportant you think each would be to

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5

6 6%

5%

4%

6%

49

65

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9

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53

97

17%

0

7%

8%

34

41

6%

2

19%

2

Unimportant

Very unimportant



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA SOCIAL SCIENCES

	e-Track Faculty		ion Survey										CADEMI									
Surve	y Administratio	n 2008-09					HUMAN		in the second				CIAL SC						SICAL S		i	
					Your inst		All selecte		All compa		Your inst		All selected		All compa		Your ins		All selecte			
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very important	1	9%	41	44%	436	40%	3	43% 17%	37	36%	488	35%	3	60%	13	37%	154	31%
Q34A1	policy/practice >	spousal/partner	Spousal/partner hiring program - Please	Important	3	30% 29%	18 17	19% 18%	264 196	24% 18%	3	21%	26 18	26% 17%	352 285	25% 20%	1	14% 0%	10 5	30% 15%	150 111	30% 22%
6	importance > work/home	hiring program	rate how important or unimportant you think each would be to your success.	Neither important nor unimportant Unimportant	3	33%	7	7%	72	7%	1	6%	8	8%	113	8%	0	0%	3	9%	41	8%
	WONVIIONIC		think eden would be to your success.	Very unimportant	0	0%	11	12%	116	11%	2	13%	14	13%	159	11%	1	27%	3	8%	49	10%
				Very important	0	0%	N/A	N/A	69	15%	2	12%	N/A	N/A	54	10%	0	0%	N/A	N/A	9	5%
	policy/practice >		Elder care - Please rate how important or	Important	1	10%	N/A	N/A	110	24%	7	45%	N/A	N/A	101	19%	1	17%	N/A	N/A	34	20%
Q34A1	importance >	elder care	unimportant you think each would be to	Neither important nor unimportant	7	63%	N/A	N/A	142	32%	4	24%	N/A	N/A	207	39%	2	40%	N/A	N/A	80	47%
/	work/home		your success.	Unimportant	2	19%	N/A	N/A	74	16%	1	6%	N/A	N/A	89	17%	0	0%	N/A	N/A	23	14%
				Very unimportant	1	9%	N/A	N/A	55	12%	2	13%	N/A	N/A	81	15%	2	43%	N/A	N/A	25	14%
				Very important	2	20%	N/A	N/A	156	34%	8	52%	N/A	N/A	170	31%	1	27%	N/A	N/A	47	26%
Q34A1	policy/practice >		Tuition waivers for dependent or spouse -	Important	2	19%	N/A	N/A	129	29%	5	31%	N/A	N/A	172	32%	1	17%	N/A	N/A	64	35%
Q34A1	importance >	tuition waivers	Please rate how important or unimportant	Neither important nor unimportant	5	43%	N/A	N/A	105	23%	2	11%	N/A	N/A	115	21%	0	0%	N/A	N/A	39	22%
Ü	compensation		you think each would be to your success.	Unimportant	2	19%	N/A	N/A	33	7%	0	0%	N/A	N/A	34	6%	0	0%	N/A	N/A	17	10%
				Very unimportant	0	0%	N/A	N/A	31	7%	1	7%	N/A	N/A	51	9%	3	57%	N/A	N/A	13	7%
			Modified duties for parental or other family	Very important	2	19%	N/A	N/A	136	30%	7	43%	N/A	N/A	155	29%	0	0%	N/A	N/A	27	15%
Q34A1	policy/practice >		reasons - Please rate how important or	Important	2	20%	N/A	N/A	162	36%	6	37%	N/A	N/A	215	40%	2	43%	N/A	N/A	73	42%
9	importance >	modified duties	unimportant you think each would be to	Neither important nor unimportant	5	43%	N/A	N/A	93	20%	2	13%	N/A	N/A	109	20%	1	14%	N/A	N/A	56	32%
	work/home		your success.	Unimportant	2	19%	N/A	N/A	29	6%	0	0%	N/A	N/A	22	4%	1	17%	N/A	N/A	14	8%
				Very unimportant	0	0%	N/A	N/A	33	7%	1	7%	N/A	N/A	33	6%	1	27%	N/A	N/A	6	3%
	a a Barrela - C		Port time to see that	Very important	0	0% 10%	N/A N/A	N/A N/A	35 75	8% 17%	2	12% 12%	N/A N/A	N/A N/A	41 79	8% 15%	0	0% 17%	N/A	N/A N/A	7 28	4% 16%
Q34A2	policy/practice > importance >	part-time tenure-	Part-time tenure-track position - Please	Important Neither important nor unimportant	5	47%	N/A N/A	N/A N/A	75 191	43%	7	45%	N/A N/A	N/A	213	41%	1	27%	N/A N/A	N/A	20 67	39%
0	work/home	track position	rate how important or unimportant you think each would be to your success.		0	0%	N/A	N/A	75	17%	1	7%	N/A	N/A	88	17%	0	0%	N/A	N/A	31	18%
			amin dadii wada ba ta yaar dadada.	Unimportant Very unimportant	5	43%	N/A	N/A	73	16%	1	24%	N/A	N/A	101	19%	3	57%	N/A	N/A	41	23%
				Very effective	0	0%	5	9%	76	9%	0	0%	6	10%	96	10%	N<5	N<5	3	10%	27	7%
	policy/practice >		Formal mentoring program for junior	Effective	4	53%	25	40%	234	28%	2	33%	21	34%	256	25%	N<5	N<5	10	35%	120	31%
Q34B1		formal mentoring	faculty - How effective or ineffective for you		3	47%	14	22%	188	22%	3	46%	14	22%	257	26%	N<5	N<5	5	19%	100	26%
	climate/culture		have been the following at your institution?		0	0%	12	20%	199	24%	1	21%	16	26%	222	22%	N<5	N<5	7	26%	81	21%
				Very ineffective	0	0%	5	9%	141	17%	0	0%	4	7%	175	17%	N<5	N<5	3	10%	55	14%
				Very effective	0	0%	12	14%	198	20%	4	24%	11	11%	239	18%	1	27%	6	19%	85	18%
	policy/practice >	informal	Informal mentoring - How effective or	Effective	6	70%	40	47%	403	40%	7	46%	44	45%	518	40%	3	60%	12	34%	202	42%
Q34B2		mentoring	ineffective for you have been the following	Neither effective nor ineffective	0	0%	14	16%	204	20%	4	26%	26	27%	265	20%	0	0%	12	35%	105	22%
	climate/culture	memoring	at your institution?	Ineffective	1	12%	14	16%	140	14%	1	5%	9	9%	163	13%	0	0%	4	12%	57	12%
				Very ineffective	1	17%	6	7%	69	7%	0	0%	7	8%	111	9%	1	14%	0	0%	28	6%
			Periodic, formal performance reviews for	Very effective	1	9%	18	20%	147	14%	0	0%	13	13%	231	18%	0	0%	3	9%	64	14%
	policy/practice >		junior faculty - How effective or ineffective	Effective	6	61%	36	40%	469	45%	11	63%	42	42%	528	41%	2	43%	20	61%	194	41%
Q34B3		performance	for you have been the following at your	Neither effective nor ineffective	2	20%	22	24%	205	20%	4	24%	28	28%	259	20%	1	27%	5	15%	113	24%
	tenure	reviews	institution?	Ineffective	1	10%	10	11%	143	14%	2	13%	12	12%	168	13%	0	0%	4	12%	62	13%
				Very ineffective	0	0%	4	5%	69	7%	0	0%	5	5%	102	8%	2	30%	1	4%	37	8%
	P 1 P	•••	Written summary of periodic performance	Very effective	0	0% 57%	19	22% 41%	138	14% 44%	1 9	6%	12 42	12% 42%	194	16%	N<5	N<5	4	13%	56	13%
O24B4	effectiveness >	written summary of performance	reviews for junior faculty - How effective or	Effective Neither effective nor ineffective	5 3	32%	35 14	17%	428 197	20%	3	59% 21%	42 31	42% 31%	480 265	40% 22%	N<5 N<5	N<5 N<5	15 6	50% 20%	168 118	39% 27%
Q34D4	tenure	reviews	ineffective for you have been the following	Ineffective	1	11%	12	15%	133	14%	2	14%	9	10%	169	14%	N<5	N<5	5	16%	55	13%
	toriaro	10110110	at your institution?	Very ineffective	0	0%	5	6%	80	8%	0	0%	6	6%	103	9%	N<5	N<5	0	0%	39	9%
				Very effective	1	14%	- 8	10%	64	8%	0	0%	2	2%	89	8%	N<5	N<5	6	19%	36	9%
	policy/practice >	professional	Professional assistance in obtaining	Effective	0	0%	18	24%	181	21%	2	14%	21	23%	264	23%	N<5	N<5	14	44%	119	29%
Q34B5	1	assistance in	externally funded grants - How effective or	Neither effective nor ineffective	3	40%	20	27%	257	30%	3	23%	27	30%	283	24%	N<5	N<5	7	21%	116	28%
	research	obtaining grants	ineffective for you have been the following at your institution?	Ineffective	1	14%	18	24%	195	23%	7	54%	24	26%	295	25%	N<5	N<5	3	9%	79	19%
			at your institution?	Very ineffective	2	32%	11	15%	151	18%	1	10%	16	18%	241	21%	N<5	N<5	2	6%	64	15%
			B	Very effective	0	0%	7	9%	120	13%	0	0%	12	13%	151	13%	0	0%	4	13%	36	9%
	policy/practice >	professional	Professional assistance for improving	Effective	3	32%	31	42%	324	35%	4	39%	31	35%	395	34%	2	40%	13	46%	146	36%
Q34B6	effectiveness >	assistance for improving	teaching - How effective or ineffective for you have been the following at your	Neither effective nor ineffective	3	41%	21	29%	279	30%	4	40%	27	31%	387	34%	2	43%	10	33%	147	36%
	teaching	teaching	institution?	Ineffective	1	14%	10	13%	125	14%	2	22%	10	11%	143	12%	1	17%	1	3%	44	11%
				Very ineffective	1	14%	5	6%	70	8%	0	0%	9	10%	70	6%	0	0%	2	6%	29	7%
			Travel funds to present papers or conduct	Very effective	0	0%	18	18%	220	20%	0	0%	17	17%	269	20%	N<5	N<5	2	6%	60	14%
	policy/practice >		research - How effective or ineffective for	Effective	3	29%	40	40%	402	36%	6	34%	38	37%	511	37%	N<5	N<5	10	36%	165	39%
Q34B7	effectiveness >	travel funds	you have been the following at your	Neither effective nor ineffective	1	9%	14	14%	141	13%	2	12%	14	14%	172	13%	N<5	N<5	8	30%	101	24%
	research		institution?	Ineffective	1	10%	19	20%	188	17%	5	28%	20	20%	247	18%	N<5	N<5	5	19%	57	14%
				Very ineffective	6	53%	8	8%	155	14%	4	26%	13	12%	171	12%	N<5	N<5	3	10%	38	9%
	P 1 P		Paid or unpaid research leave during the	Very effective	1	9%	21	26%	223	25%	0	0%	7	10%	225	23%	N<5	N<5	6	24%	70	24%
O34P0	policy/practice > effectiveness >	paid/unpaid	pre-tenure period - How effective or	Effective Neither effective nor ineffective	5	44% 19%	27 9	34% 11%	269 128	30% 14%	5 3	35% 22%	30 19	40% 25%	271 182	28% 19%	N<5 N<5	N<5 N<5	10 6	42% 27%	77 75	26% 26%
QJ4D0	research	research leave		Ineffective	3	29%	18	23%	128	16%	3	27%	15	25% 21%	182	19%	N<5	N<5	0	27% 0%	75 43	26% 15%
			at your institution?	Very ineffective	0	29% 0%	5	23% 7%	133	15%	2	16%	3	4%	152	16%	N<5	N<5	2	7%	43 28	9%
				, 111011001110	U	0 /0	J	1 /0	100	10/0	_	1070	J	7 /0	102	10/0	1470	14/2	_	1 /0	20	3/0

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	e-Track Faculty Administratio		ion Survey				HUMAN	NITIES					CADEMI					PHY	SICAL	SCIEN	CES	
					Your inst	itution	All selecte	ed peers	All compa	arables	Your inst	itution	All selecte	d peers	All compa	rables	Your instit	tution	All selecte	d peers	All compa	rables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			Paid or unpaid personal leave during the	Very effective	N<5	N<5	7	12%	75	13%	0	0%	6	10%	96	13%	N<5	N<5	1	6%	26	12%
00400	policy/practice >	paid/unpaid	pre-tenure period - How effective or	Effective	N<5	N<5	19	31%	149	26%	3	26%	19	34%	183	25%	N<5	N<5	4	26%	44	21%
Q34B9	effectiveness > work/home	personal leave	ineffective for you have been the following	Neither effective nor ineffective	N<5	N<5	17	28%	207	37% 11%	4	37%	22 1	39% 2%	270 82	37% 11%	N<5	N<5	8 2	51%	109	51%
	workmome		at your institution?	Ineffective Vary ineffective	N<5	N<5	12 5	21% 8%	64 71	12%	2	20% 17%	9	16%	91	13%	N<5	N<5	1	12% 5%	18 15	9% 7%
				Very ineffective Very effective	N<5	N<5 19%	7	9%	104	13%	0	0%	22	26%	182	18%	N<5 N<5	N<5 N<5	5	17%	56	15%
	policy/practice >	upper limit on	An upper limit on committee assignments	Effective	3	62%	32	40%	223	27%	9	66%	29	35%	292	29%	N<5	N<5	15	53%	148	40%
Q34B1	effectiveness >	committee	for tenure-track faculty - How effective or	Neither effective nor ineffective	1	19%	13	16%	156	19%	2	18%	12	14%	188	19%	N<5	N<5	5	19%	86	23%
0	tenure	assignments	ineffective for you have been the following at your institution?	Ineffective	0	0%	21	26%	193	23%	2	16%	10	12%	167	17%	N<5	N<5	2	7%	41	11%
			at your montation:	Very ineffective	0	0%	7	8%	152	18%	0	0%	11	13%	165	17%	N<5	N<5	1	3%	36	10%
				Very effective	1	11%	27	31%	269	27%	3	19%	20	20%	284	23%	N<5	N<5	9	27%	115	25%
Q34B1	policy/practice >	upper limit on	An upper limit on teaching obligations -	Effective	6	66%	35	41%	357	35%	6	38%	44	46%	508	40%	N<5	N<5	17	52%	190	42%
1	effectiveness >	teaching	How effective or ineffective for you have	Neither effective nor ineffective	1	11%	8	9%	146	14%	3	17%	21	22%	198	16%	N<5	N<5	4	13%	85	19%
	teaching	obligations	been the following at your institution?	Ineffective	1	12%	13	15%	161	16%	4	25%	8	8%	165	13%	N<5	N<5	2	6%	44	10%
				Very ineffective	0	0%	4	5%	82	8%	0	0%	3	4%	102	8%	N<5	N<5	1	2%	23	5%
			Peer reviews of teaching or	Very effective	0	0%	11	13%	85	9%	1	5%	4	5%	82	8%	0	0%	3	9%	37	9%
Q34B1	policy/practice >	peer reviews of	research/creative work - How effective or	Effective	4	37%	35	40%	325	36%	4 7	24%	29	36%	359	33%	1	27%	12	40%	129	33%
2	effectiveness > climate/culture	teaching or research	ineffective for you have been the following	Neither effective nor ineffective Ineffective	2 5	19% 44%	22 13	25% 15%	233 160	26% 18%	3	42% 16%	21	26% 25%	318 209	30% 19%	3	60% 0%	8 6	26% 22%	132 57	34% 14%
	ciimate/culture	researen	at your institution?	Very ineffective	0	0%	7	8%	91	10%	2	13%	21 7	25% 9%	106	10%	1	14%	1	3%	36	9%
				Very effective	N<5	N<5	1	3%	25	6%	0	0%	3	8%	44	8%	N<5	N<5	2	15%	20	9%
	policy/practice >		Childcare - How effective or ineffective for	Effective	N<5	N<5	5	16%	49	12%	1	10%	5	15%	62	11%	N<5	N<5	2	13%	28	12%
Q34B1	effectiveness >	childcare	you have been the following at your	Neither effective nor ineffective	N<5	N<5	4	13%	109	27%	0	0%	6	17%	153	26%	N<5	N<5	5	39%	85	38%
3	work/home		institution?	Ineffective	N<5	N<5	8	26%	82	21%	2	22%	13	37%	111	19%	N<5	N<5	1	6%	37	17%
				Very ineffective	N<5	N<5	12	42%	136	34%	6	68%	9	24%	208	36%	N<5	N<5	4	28%	52	24%
				Very effective	N<5	N<5	0	0%	22	6%	N<5	N<5	1	6%	29	6%	N<5	N<5	0	0%	13	8%
Q34B1	policy/practice >	financial	Financial assistance with housing - How	Effective	N<5	N<5	1	7%	38	10%	N<5	N<5	1	4%	54	11%	N<5	N<5	0	0%	25	15%
4	effectiveness >	assistance with	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	5	34%	95	26%	N<5	N<5	8	41%	135	28%	N<5	N<5	3	57%	56	33%
	compensation	housing	the following at your institution?	Ineffective	N<5	N<5	2	17%	61	17%	N<5	N<5	1	5%	71	15%	N<5	N<5	1	21%	28	17%
				Very ineffective	N<5	N<5	6	42%	152	41%	N<5	N<5	9	45%	195	40%	N<5	N<5	1	21%	47	27%
			Stop-the-clock for parental or other family	Very effective	1	12%	18	38%	113	24%	2	19%	21	30%	171	26%	N<5	N<5	6	28%	37	18%
Q34B1	policy/practice >	aton the alask	reasons - How effective or ineffective for	Effective	5	68%	18	37%	149	32%	6	51%	28	40%	213	32%	N<5	N<5	12	60%	70	34%
5	effectiveness > work/home	stop-the-clock	you have been the following at your	Neither effective nor ineffective Ineffective	0	20%	8	17% 5%	113 39	24% 8%	2 1	21% 8%	12 4	17% 5%	155 54	23% 8%	N<5 N<5	N<5 N<5	1 1	6% 6%	69 18	34% 9%
	WONVIONIC		institution?	Very ineffective	0	0%	2	5% 4%	59 54	12%	0	0%	6	8%	73	11%	N<5	N<5	0	0%	10	5%
				Very effective	1	17%	11	18%	59	11%	0	0%	13	21%	85	12%	N<5	N<5	6	31%	28	11%
	policy/practice >		Spousal/partner hiring program - How	Effective	3	64%	15	25%	98	18%	2	15%	14	22%	115	17%	N<5	N<5	9	43%	50	20%
Q34B1	effectiveness >	spousal/partner	effective or ineffective for you have been	Neither effective nor ineffective	1	19%	10	17%	126	23%	4	31%	10	15%	163	24%	N<5	N<5	3	16%	68	28%
6	work/home	hiring program	the following at your institution?	Ineffective	0	0%	13	22%	100	18%	2	14%	15	24%	133	19%	N<5	N<5	0	0%	41	17%
				Very ineffective	0	0%	10	17%	159	29%	5	40%	11	18%	188	28%	N<5	N<5	2	10%	59	24%
				Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	4	6%	N<5	N<5	N/A	N/A	3	7%
Q34B1	policy/practice >		Elder care - How effective or ineffective for	Effective	N<5	N<5	N/A	N/A	13	22%	N<5	N<5	N/A	N/A	2	3%	N<5	N<5	N/A	N/A	2	6%
7	effectiveness >	elder care	you have been the following at your	Neither effective nor ineffective	N<5	N<5	N/A	N/A	28	47%	N<5	N<5	N/A	N/A	45	71%	N<5	N<5	N/A	N/A	26	65%
	work/home		institution?	Ineffective	N<5	N<5	N/A	N/A	10	16%	N<5	N<5	N/A	N/A	5	9%	N<5	N<5	N/A	N/A	5	12%
				Very ineffective	N<5	N<5	N/A	N/A	9	16%	N<5	N<5	N/A	N/A	8	12%	N<5	N<5	N/A	N/A	4	10%
	naliau/araatis -		Tuitien weivers. How effective s-	Very effective Effective	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	19 38	11% 23%	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	22 59	9% 26%	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	8 26	10% 32%
Q34B1	policy/practice > effectiveness >	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following	Neither effective nor ineffective	N<5	N<5	N/A	N/A	38	24%	N<5	N<5	N/A	N/A	34	15%	N<5	N<5	N/A	N/A	18	23%
8	compensation	tution waivers	at your institution?	Ineffective	N<5	N<5	N/A	N/A	24	15%	N<5	N<5	N/A	N/A	47	21%	N<5	N<5	N/A	N/A	11	14%
	·		,	Very ineffective	N<5	N<5	N/A	N/A	44	27%	N<5	N<5	N/A	N/A	68	29%	N<5	N<5	N/A	N/A	18	22%
				Very effective	N<5	N<5	N/A	N/A	15	11%	0	0%	N/A	N/A	26	11%	N<5	N<5	N/A	N/A	9	13%
00454	policy/practice >	modified duties		Effective	N<5	N<5	N/A	N/A	35	25%	3	28%	N/A	N/A	49	21%	N<5	N<5	N/A	N/A	14	20%
Q34B1 9	effectiveness >	for parental or other family	reasons - How effective or ineffective for you have been the following at your	Neither effective nor ineffective	N<5	N<5	N/A	N/A	45	32%	2	19%	N/A	N/A	66	29%	N<5	N<5	N/A	N/A	30	42%
9	work/home	reasons	institution?	Ineffective	N<5	N<5	N/A	N/A	30	22%	2	21%	N/A	N/A	47	20%	N<5	N<5	N/A	N/A	15	21%
				Very ineffective	N<5	N<5	N/A	N/A	14	10%	4	32%	N/A	N/A	42	18%	N<5	N<5	N/A	N/A	3	4%
				Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	7%
Q34B2	policy/practice >	part-time tenure-	Part-time tenure-track position - How	Effective	N<5	N<5	N/A	N/A	12	20%	N<5	N<5	N/A	N/A	8	10%	N<5	N<5	N/A	N/A	3	11%
0	effectiveness > work/home	track position	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	N/A	N/A	34	54%	N<5	N<5	N/A	N/A	47	57%	N<5	N<5	N/A	N/A	22	73%
	work/nome		the following at your institution?	Ineffective	N<5	N<5	N/A	N/A	9	14%	N<5	N<5	N/A	N/A	11	14%	N<5	N<5	N/A	N/A	1	3%
				Very ineffective	N<5	N<5	N/A	N/A	8	12%	N<5	N<5	N/A	N/A	15	19%	N<5	N<5	N/A	N/A	2	6%
		institution makes	My institution does what it can to make	Strongly agree	1	12% 48%	11 16	19% 28%	104 201	14% 27%	1 4	6% 27%	18 32	22% 39%	148 300	15% 30%	1	27% 27%	7 14	27% 53%	46 119	13% 34%
Q35A	policy/practice >		having children and the tenure-track compatible - Please indicate your level of	Somewhat agree Neither agree nor disagree	0	0%	10	18%	121	16%	2	13%	32 7	39% 9%	145	14%	0	0%	3	13%	89	25%
Q30/1	work/home	and tenure-track	agreement or disagreement with the	Somewhat disagree	3	40%	13	22%	177	24%	4	30%	9	10%	213	21%	3	47%	0	0%	60	17%
		compatible	following statements:	Strongly disagree	0	0%	8	13%	146	19%	4	24%	17	20%	208	20%	0	0%	2	7%	37	11%

8 13% frequency: 33 of 72



	e-Track Faculty Administratio	y Job Satisfacti n 2008-09	on ourvey				HUMAN	JITIES					CADEMI CIAL SO					РНУ	SICAL S	SCIENC	:ES	
Suive	y Administratio	11 2000-09			Your ins				All compa	arables	Your inst		All selecte	i i	All compa	arables	Your ins		All selecte	i i		arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count		Count	%
			My institution does what it can to make	Strongly agree	1	15%	9	15%	68	9%	0	0%	10	12%	87	9%	0	0%	4	18%	32	9%
	policy/practice >	institution makes raising children	raising children and the tenure-track	Somewhat agree	3	52%	13	21%	169	23%	0	0%	34	41%	269	27%	3	53%	9	38%	90	26%
Q35B	work/home	and tenure-track		Neither agree nor disagree	1	17%	12	20%	149	20%	7	58%	10	11%	176	17%	0	0%	7	31%	116	33%
		compatible	agreement or disagreement with the following statements:	Somewhat disagree	1	15%	16	26%	207	28%	2	17%	15	18%	260	26%	3	47%	1	5%	72	21%
				Strongly disagree	0	0%	11	18%	154	21%	3	24%	15	17%	215	21%	0	0%	2	8%	40	11%
		colleagues make	My departmental colleagues do what they	Strongly agree Somewhat agree	6	12% 74%	23 18	36% 29%	232 236	30% 31%	5 3	34% 19%	26 28	33% 35%	298 336	29% 33%	2	43% 27%	8 10	30% 38%	97 127	26% 34%
Q35C	policy/practice >	having children		Neither agree nor disagree	0	0%	10	16%	154	20%	3	19%	14	17%	185	18%	0	0%	6	21%	101	27%
4000	work/home	and tenure-track	your level of agreement or disagreement	Somewhat disagree	1	14%	5	8%	83	11%	2	16%	3	4%	116	11%	1	17%	2	8%	33	9%
		compatible	with the following statements:	Strongly disagree	0	0%	7	11%	66	9%	2	11%	8	10%	97	9%	1	14%	1	3%	16	4%
			My departmental colleagues do what they	Strongly agree	1	15%	20	31%	216	28%	5	37%	18	23%	271	26%	1	27%	7	27%	88	23%
	policy/practice >	colleagues make raising children	can to make raising children and the	Somewhat agree	4	67%	22	33%	242	31%	1	7%	34	43%	320	31%	2	43%	10	38%	131	35%
Q35D	work/home	and tenure-track		Neither agree nor disagree	0	0%	10	15%	164	21%	5	34%	13	17%	197	19%	0	0%	6	24%	102	27%
		compatible	your level of agreement or disagreement	Somewhat disagree	1	17%	7	11%	93	12%	1	7%	5	7%	139	13%	2	30%	2	8%	37	10%
			with the following statements:	Strongly disagree	0	0%	6	9%	59	8%	2	15%	8	10%	101	10%	0	0%	1	3%	18	5%
		colleagues are	My colleagues are respectful of my efforts	Strongly agree	2	39%	N/A	N/A	192	36%	8	51%	N/A	N/A	232	36%	3	53%	N/A	N/A	61 77	28%
Q35E	policy/practice >	respectful of	to balance work and home responsibilities -	Somewhat agree	1	18% 21%	N/A N/A	N/A N/A	149 100	28% 19%	2 6	13% 36%	N/A N/A	N/A N/A	198 111	31% 18%	1	17% 14%	N/A N/A	N/A N/A	77 50	35% 23%
QJUE"	work/home		Please indicate your level of agreement	Neither agree nor disagree Somewhat disagree	0	21% 0%	N/A N/A	N/A N/A	100 58	11%	0	36% 0%	N/A N/A	N/A N/A	59	18% 9%	0	0%	N/A N/A	N/A N/A	24	119
		work/home	with the following statements:	Strongly disagree	1	21%	N/A	N/A	40	7%	0	0%	N/A	N/A	36	6%	1	17%	N/A	N/A	8	49
				Very satisfied	0	0%	5	5%	119	11%	1	6%	10	9%	162	12%	0	0%	7	22%	60	12%
			How satisfied or dissatisfied are you with	Satisfied	4	43%	26	28%	363	33%	8	51%	43	41%	504	36%	3	60%	14	42%	202	40%
Q36	policy/practice > compensation	compensation	your compensation (that is, your salary and	Neither satisfied nor dissatisfied	3	32%	12	13%	146	13%	3	18%	16	16%	185	13%	0	0%	3	9%	82	16%
	compensation		benefits)?	Dissatisfied	2	25%	35	37%	310	28%	2	12%	22	22%	378	27%	1	14%	9	27%	113	22%
				Very dissatisfied	0	0%	16	17%	158	14%	2	13%	12	12%	173	12%	1	27%	0	0%	54	11%
		ability to balance		Very satisfied	0	0%	5	5%	78	7%	2	12%	6	6%	121	9%	1	27%	1	2%	28	6%
007	policy/practice >	between	How satisfied or dissatisfied are you with	Satisfied	4	49%	34	36%	322	29%	4	26%	41	39%	448	32%	0	0%	10	31%	145	28%
Q37	work/home	professional and	the balance between professional time and personal or family time?		1	13%	17	19%	181	17%	6	37%	22	21%	244	17%	0	0%	10 9	31%	116	23%
		personal time	personal of family time?	Dissatisfied Very dissatisfied	0	38%	25 13	26% 14%	342 169	31% 16%	3	20%	24 10	24% 10%	392 193	28% 14%	3	60% 14%	3	28% 8%	150 70	29% 14%
			The following with solution and income distant	Very satisfied	4	49%	31	36%	472	47%	9	58%	34	34%	535	43%	1	27%	12	39%	171	38%
		fairness of	The fairness with which your immediate supervisor evaluates your work - Please	Satisfied	4	51%	36	41%	309	31%	6	35%	44	45%	418	33%	2	43%	11	36%	164	36%
Q38A	climate, culture,	immediate	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	0	0%	10	12%	95	9%	0	0%	8	8%	122	10%	0	0%	5	15%	53	12%
	collegiality	supervisor's evaluations	dissatisfaction with the following aspects of	Dissatisfied	0	0%	7	7%	76	8%	1	7%	7	8%	102	8%	1	17%	2	6%	38	8%
		Cvaldations	your workplace:	Very dissatisfied	0	0%	4	4%	59	6%	0	0%	5	5%	74	6%	1	14%	1	3%	28	6%
		interest tenured	The interest tenured faculty take in your	Very satisfied	1	15%	22	24%	294	27%	8	53%	33	32%	392	28%	1	27%	15	43%	151	30%
	climate, culture,	faculty take in	professional development - Please indicate		6	62%	37	40%	359	33%	4	24%	32	31%	434	31%	2	43%	12	34%	165	33%
Q38B	collegiality	your professiona	,	Neither satisfied nor dissatisfied	2	22%	18	19%	180	17%	3	18%	20	19%	214	15%	1	14%	4	11%	85	17%
		development	with the following aspects of your workplace:	Dissatisfied	0	0%	8 7	9%	148	14%	0	0%	13	12%	228	16%	1	17%	3	9%	58	11%
			топрисо.	Very dissatisfied Very satisfied	0	0% 16%	12	8% 14%	99 202	9% 21%	4	5% 26%	5 27	5% 27%	125 270	9% 21%	0	0% 27%	12	3% 37%	46 145	9% 30%
		opportunities to	Your opportunities to collaborate with	Satisfied	3	38%	24	29%	260	27%	5	34%	25	25%	313	24%	1	27%	14	43%	170	35%
Q38C	climate, culture,	collaborate with	tenured faculty - Please indicate your level	Neither satisfied nor dissatisfied	3	46%	23	27%	254	26%	5	34%	20	20%	295	22%	1	14%	5	15%	87	18%
4000	collegiality	tenured faculty	or satisfaction or dissatisfaction with the	Dissatisfied	0	0%	16	19%	148	15%	1	7%	19	19%	274	21%	2	33%	1	3%	50	10%
			following aspects of your workplace:	Very dissatisfied	0	0%	10	11%	112	11%	0	0%	8	8%	164	12%	0	0%	1	2%	36	7%
				Very patiefied	3	41%	N/A	N/A	110	25%	6	38%	N/A	N/A	120	22%	1	27%	N/A	N/A	41	23%
	alimata autura	value faculty in	The value faculty in your department place on your work - Please indicate your level of	Satisfied	3	34%	N/A	N/A	157	35%	6	39%	N/A	N/A	185	35%	1	27%	N/A	N/A	72	41%
Q38D	climate, culture, collegiality	place on your	satisfaction or dissatisfaction with the	Neither satisfied flor dissatisfied	2	25%	N/A	N/A	88	20%	3	17%	N/A	N/A	106	20%	1	17%	N/A	N/A	40	23%
		work	following aspects of your workplace:	Dissatisfied	0	0%	N/A	N/A	52	12%	1	6%	N/A	N/A	79	15%	2	30%	N/A	N/A	9	5%
				Very dissatisfied	0	0%	N/A	N/A	36	8%	0	0%	N/A	N/A	46	8%	0	0%	N/A	N/A	13	8%
		amount of	The amount of professional interaction you	Very satisfied	3	36%	19	21%	277	26%	5	34%	27	26%	329	24%	1	27%	12	35%	135	27%
Q39A	climate, culture,	professional interaction with	have with tenuredcolleagues in your department - Please indicate your level of	Satisfied Neither satisfied nor dissatisfied	3	32% 32%	38 14	42% 15%	375 163	35% 15%	5	30% 25%	41 19	39% 18%	436 241	31% 17%	2	40% 0%	12 5	36% 15%	178 82	35% 16%
Q39A	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	0	32% 0%	16	15%	163	15%	2	25% 11%	19	10%	241	18%	2	33%	3	15% 9%	82 65	13%
		colleagues	following aspects of your workplace:	Very dissatisfied	0	0%	4	4%	96	9%	0	0%	7	7%	141	10%	0	0%	2	5%	43	9%
		amount of	The amount of personal interaction you	Very satisfied	3	36%	26	29%	324	30%	6	40%	32	31%	409	29%	1	27%	10	28%	141	28%
	-1:	personal	have with tenured colleagues in your	Satisfied	4	43%	36	40%	406	38%	4	24%	38	37%	477	34%	2	30%	12	35%	195	39%
Q39B	climate, culture, collegiality	interaction with		Neither satisfied nor dissatisfied	2	21%	14	15%	194	18%	4	24%	22	21%	299	22%	1	27%	5	16%	85	17%
	conegianty	tenured	satisfaction or dissatisfaction with the	Dissatisfied	0	0%	11	12%	87	8%	2	11%	6	6%	120	9%	1	17%	5	16%	49	10%
		colleagues	following aspects of your workplace:	Very dissatisfied	0	0%	3	3%	58	5%	0	0%	4	4%	84	6%	0	0%	2	5%	34	7%
		amount of	The amount of professional interaction you	Very satisfied	1	10%	23	25%	337	32%	8	53%	32	31%	447	33%	2	43%	14	43%	147	30%
0000	climate, culture,	professional	have with pre-tenure colleagues in your	Satisfied	6	58%	43	47%	421	40%	3	16%	45	44%	552	40%	3	57%	9	27%	188	39%
Q39C	collegiality	interaction with pre-tenure	department - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	3	32%	14	15%	166	16%	3	18%	13	13%	199	14%	0	0%	7	21%	93	19%
		colleagues	following aspects of your workplace:	Dissatisfied	0	0%	8	9%	88	8%	2	12%	10	9%	129	9%	0	0%	2	6%	34	7%

frequency: 34 of 72

40

4%

2%

47

3%

0 0%

Very dissatisfied

following aspects of your workplace:

colleagues

HUMANITIES



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA SOCIAL SCIENCES

PHYSICAL SCIENCES

Surve	y Administratio	n 2008-09			V		HUMAN	1	A II		V!	SC		IENC			V!	PHI	J. J	SCIENC		
item	theme	name	description	response scale	Your inst	itution %	All selecte	a peers	All compa	rables %	Your inst	itution %	All selecte	peers %	All compa Count	arables %	Your ins	titution %	All selecte Count	ed peers %	All compa Count	arables %
	uiomo	amount of	The amount of personal interaction you	Very satisfied	4	46%	33	36%	423	40%	7	46%	39	39%	572	42%	2	43%	14	41%	158	32%
		personal	have with pre-tenure colleagues in your	Satisfied	4	44%	37	41%	396	38%	6	35%	45	44%	493	36%	0	0%	7	22%	190	39%
239D	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	1	10%	14	16%	139	13%	2	12%	12	12%	200	15%	2	40%	7	22%	91	18%
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	0	0%	4	5%	52	5%	1	7%	4	4%	81	6%	1	17%	3	9%	37	7%
		colleagues	following aspects of your workplace:	Very dissatisfied	0	0%	2	2%	34	3%	0	0%	1	1%	30	2%	0	0%	2	6%	18	4%
			How well you fit (e.g., your sense of	Very satisfied	4	47%	29	31%	392	36%	6	40%	44	43%	512	37%	1	27%	12	36%	185	36%
	-11		belonging, your comfort level) in your	Satisfied	3	36%	29	32%	350	32%	6	37%	30	30%	436	31%	2	43%	9	25%	152	30%
Q40	climate, culture,	how well you fit	department - Please indicate your level of	Neither satisfied nor dissatisfied	1	17%	16	17%	150	14%	4	23%	13	12%	172	12%	1	14%	7	22%	72	14%
	collegiality		satisfaction or dissatisfaction with the	Dissatisfied	0	0%	8	9%	116	11%	0	0%	9	9%	167	12%	1	17%	4	12%	63	12%
			following aspects of your workplace:	Very dissatisfied	0	0%	10	11%	75	7%	0	0%	6	6%	107	8%	0	0%	2	5%	37	7%
			The intellectual vitality of the tenured	Very satisfied	3	30%	22	24%	286	27%	2	13%	30	30%	363	26%	0	0%	12	36%	142	28%
	-11	intellectual vitality		Satisfied	3	34%	26	28%	343	32%	9	60%	23	23%	418	30%	3	53%	10	30%	176	35%
Q41	climate, culture, collegiality	of tenured	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	1	11%	18	20%	157	15%	3	19%	22	22%	223	16%	1	17%	5	15%	86	179
	collegiality	colleagues	dissatisfaction with the following aspects of	Dissatisfied	2	25%	18	19%	186	17%	1	7%	18	17%	236	17%	0	0%	5	16%	56	119
			your workplace:	Very dissatisfied	0	0%	9	10%	105	10%	0	0%	9	9%	148	11%	2	30%	1	3%	42	8%
				Very satisfied	4	46%	N/A	N/A	162	37%	10	64%	N/A	N/A	205	38%	4	70%	N/A	N/A	56	32%
	-11	intellectual vitality	y	Satisfied	4	43%	N/A	N/A	183	42%	5	30%	N/A	N/A	218	41%	1	17%	N/A	N/A	76	44%
Q41A	climate, culture,	of pre-tenure	The intellectual vitality of pre-tenure faculty	Neither satisfied nor dissatisfied	1	11%	N/A	N/A	63	14%	1	6%	N/A	N/A	73	14%	1	14%	N/A	N/A	34	20%
	collegiality	colleagues	in your department	Dissatisfied	0	0%	N/A	N/A	21	5%	0	0%	N/A	N/A	21	4%	0	0%	N/A	N/A	5	39
				Very dissatisfied	0	0%	N/A	N/A	9	2%	0	0%	N/A	N/A	16	3%	0	0%	N/A	N/A	3	19
				Very satisfied	1	11%	N/A	N/A	96	22%	2	14%	N/A	N/A	105	21%	0	0%	N/A	N/A	29	179
	alimata!t	participation in	Opportunities for participation, appropriate	Satisfied	6	66%	N/A	N/A	183	43%	10	74%	N/A	N/A	196	39%	1	17%	N/A	N/A	65	39%
Q41B	climate, culture,	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	2	23%	N/A	N/A	106	25%	2	12%	N/A	N/A	140	28%	5	83%	N/A	N/A	57	349
	collegiality	institution	institution	Dissatisfied	0	0%	N/A	N/A	29	7%	0	0%	N/A	N/A	37	7%	0	0%	N/A	N/A	8	59
				Very dissatisfied	0	0%	N/A	N/A	16	4%	0	0%	N/A	N/A	22	4%	0	0%	N/A	N/A	9	59
				Very satisfied	3	36%	N/A	N/A	131	29%	7	45%	N/A	N/A	171	32%	1	27%	N/A	N/A	42	24%
		participation in	Opportunities for participation, appropriate	Satisfied	5	53%	N/A	N/A	187	42%	8	48%	N/A	N/A	199	38%	3	57%	N/A	N/A	79	45%
Q41C	climate, culture,	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	1	11%	N/A	N/A	78	17%	1	7%	N/A	N/A	91	17%	1	17%	N/A	N/A	34	19%
	collegiality	department	department	Dissatisfied	0	0%	N/A	N/A	36	8%	0	0%	N/A	N/A	35	7%	0	0%	N/A	N/A	13	7%
				Very dissatisfied	0	0%	N/A	N/A	17	4%	0	0%	N/A	N/A	30	6%	0	0%	N/A	N/A	9	5%
				Strongly agree	3	35%	N/A	N/A	304	48%	10	65%	N/A	N/A	344	48%	1	27%	N/A	N/A	141	53%
		on the whole,	On the whole, my institution is collegial -	Somewhat agree	5	54%	N/A	N/A	197	31%	6	35%	N/A	N/A	213	30%	2	43%	N/A	N/A	83	31%
Q42	climate, culture,	institution is	Please indicate your level of agreement or	Neither agree nor disagree	0	0%	N/A	N/A	42	7%	0	0%	N/A	N/A	59	8%	0	0%	N/A	N/A	13	5%
	collegiality	collegial	disagreement with the following statements.	Somewhat disagree	1	11%	N/A	N/A	57	9%	0	0%	N/A	N/A	70	10%	2	30%	N/A	N/A	18	7%
			statements.	Strongly disagree	0	0%	N/A	N/A	38	6%	0	0%	N/A	N/A	33	5%	0	0%	N/A	N/A	12	5%
				Very satisfied	1	10%	31	33%	373	34%	8	51%	28	28%	472	34%	1	27%	13	38%	186	36%
			All things considered, how satisfied or	Satisfied	9	90%	46	49%	456	42%	7	45%	51	50%	595	43%	2	43%	16	47%	205	40%
Q45A	global	department as a	dissatisfied are you with your department	Neither satisfied nor dissatisfied	0	0%	5	6%	97	9%	1	5%	11	11%	138	10%	0	0%	2	6%	52	10%
	satisfaction	place to work	as a place to work?	Dissatisfied	0	0%	5	5%	109	10%	0	0%	11	11%	126	9%	2	30%	2	6%	41	8%
				Very dissatisfied	0	0%	7	7%	55	5%	0	0%	1	1%	66	5%	0	0%	1	3%	27	5%
				Very satisfied	0	0%	15	16%	199	18%	3	18%	14	14%	228	16%	0	0%	9	28%	92	18%
	alat I	i 414 e*	All things considered, how satisfied or	Satisfied	6	58%	38	40%	477	44%	5	32%	45	44%	680	49%	2	43%	17	52%	229	45%
Q45B	global	institution as a	dissatisfied are you with your institution as	Neither satisfied nor dissatisfied	3	32%	18	19%	175	16%	3	20%	24	23%	221	16%	0	0%	2	6%	104	20%
	satisfaction	place to work	a place to work?	Dissatisfied	1	10%	16	17%	175	16%	4	26%	13	13%	199	14%	3	57%	3	8%	59	129
				Very dissatisfied	0	0%	7	8%	70	6%	1	5%	6	6%	69	5%	0	0%	2	6%	26	59
				Chancellor	3	44%	12	17%	76	9%	0	0%	19	27%	99	10%	1	17%	3	11%	33	99
				President	0	0%	12	18%	168	19%	1	9%	11	15%	223	21%	0	0%	2	7%	62	179
2464	global	chief academic	Who serves as the chief academic officer	Vice President for Academic Affairs	0	0%	3	4%	50	6%	0	0%	2	3%	53	5%	0	0%	2	7%	23	79
246A	satisfaction	officer	at your institution?	Academic Dean	0	0%	4	5%	101	12%	0	0%	2	2%	98	9%	0	0%	1	4%	30	99
				Provost	4	56%	39	56%	457	53%	11	91%	37	52%	553	53%	5	83%	18	68%	203	579
				Other	0	0%	0	0%	10	1%	0	0%	0	0%	10	1%	0	0%	1	3%	3	19
				Strongly agree	0	0%	12	23%	101	15%	2	19%	7	16%	132	16%	N<5	N<5	5	23%	46	169
		CAO cares abou	The person who serves as the chief	Somewhat agree	1	19%	10	19%	155	23%	2	21%	18	38%	231	28%	N<5	N<5	7	31%	82	299
46B	global	quality of life for	academic officer at my institution seems to	Neither agree nor disagree	1	19%	11	21%	168	25%	1	11%	13	28%	197	24%	N<5	N<5	4	19%	77	279
	satisfaction	pre-tenure faculty	, care about the quality of life for junior	Somewhat disagree	3	62%	15	29%	146	22%	3	33%	5	10%	129	16%	N<5	N<5	3	15%	48	179
		•	faculty.	Strongly disagree	0	0%	5	9%	103	15%	2	17%	4	8%	127	16%	N<5	N<5	3	13%	31	119
				For the rest of my career	1	12%	10	12%	162	17%	2	15%	6	7%	164	13%	0	0%	3	10%	62	139
	global	how long will	Assuming you achieve tenure, how long do	· · · · · · · · · · · · · · · · · · ·	3	35%	32	39%	451	46%	7	55%	36	39%	574	45%	1	27%	13	44%	246	539
Q47	satisfaction	remain at	you plan to remain at your institution?	For no more than 5 years after earning		29%	16	19%	151	15%	1	7%	20	22%	203	16%	3	47%	5	15%	54	119
		institution	• • • • • • • • • • • • • • • • • • • •	I haven't thought that far ahead	2	23%	25	30%	216	22%	3	23%	29	32%	334	26%	1	27%	10	32%	105	239
				Prefer to work at another academic in	N<5	N<5	N/A	N/A	48	77%	N<5	N<5	-	N/A	46	71%	N<5	N<5	N/A	N/A	14	889
	global		Why do you plan to remain at your	Prefer to work in private industry	N<5	N<5	N/A	N/A	0	0%	N<5	N<5		N/A	1	1%	N<5	N<5	N/A	N/A	1	6%
Q47B	satisfaction		institution for no more than five years after	Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5		N/A	1	2%	N<5	N<5	N/A	N/A	0	09
		than 5 years	earning tenure?	Other	N<5	N<5	N/A	N/A	14	23%	N<5	N<5	N/A	N/A	17	26%	N<5	N<5	N/A	N/A	1	69





Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA SOCIAL SCIENCES

1%

35

2%

0

0%

6%

13

3%

HUMANITIES PHYSICAL SCIENCES Your institution All selected peers All comparables Your institution All selected peers All comparables Your institution All selected peers All comparables item % Count Count % Count Count % Count Count Count theme name description response scale Count % % % Count % 45% Strongly agree 44% 41 48% 511 48% 11 68% 44 46% 635 47% 43% 18 55% 223 18% Somewhat agree 40% 23 26% 309 29% 2 12% 28 30% 411 30% 27% 135 28% would again 6 would again choose to work at this institution. global Neither agree nor disagree Q48 96 9% 20% 8% 112 0% 16% 60 12% 0% 7 8% 3 8% 0 satisfaction this institution Somewhat disagree 15% 9 10% 93 9% 0 0% 12 13% 130 10% 30% 2 6% 45 9% 49 Strongly disagree 0% 8% 5% 0 0% 4 4% 68 5% 0 0% 5% 27 6% would Strongly recommend dept 46% 46 51% 524 50% 13 85% 56 56% 685 50% N<5 N<5 22 68% 269 54% If a candidate for a tenure-track faculty global recommend Q49 position asked you about your department Recommend with reservations 54% 39 43% 457 44% 2 15% 38 38% 598 44% N<5 N<5 10 32% 200 40% 5 satisfaction department as a as a place to work, would you: place to work Not recommend dept 0% 6% 68 6% 0 0% 6 6% 75 6% N<5 N<5 0% 26 5% 6 22 43% 23% Great 0% 18 20% 191 18% 4 26% 21% 263 19% 27% 14 114 90% 523 49% 33% 50 49% 680 49% 43% 37% 243 49% Good 41 44% 5 2 12 global overall rating of How do you rate your institution as a place Q50 So-so 10% 28 30% 264 25% 5 35% 25 24% 317 23% 2 30% 5 14% 109 22% satisfaction institution for junior faculty to work? 0% Bad 61 6% 6% 4% 91 7% 0% 16 3% 0 0% 2 3% 4 0 0

4%

31

3%

0 0%

0 0%

Awful



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA VISUAL & PERFORMING ARTS

ENGI/COMP SCI/MATH/STATS

Ourve	y Administration				Your insti	itution	All selecte	d peers	All compa	rables	Your instit	ution	All selected	peers	All compa	rables	Your ins	titution	All selecte	d peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very clear	N<5	N<5	8	16%	92	20%	N<5	N<5	4	10%	96	17%	7	28%	39	27%	221	19%
	tenure practices		I find the tenure process in my department	Fairly clear	N<5	N<5	25	51%	252	54%	N<5	N<5	24	61%	282	51%	13	50%	76	53%	610	53%
Q19	overall	tenure process	to be	Neither clear nor unclear	N<5	N<5	7	14%	62	13%	N<5	N<5	6	15%	80	15%	4	14%	18	12%	186	16%
				Fairly unclear	N<5	N<5	6	12%	38	8%	N<5	N<5	4	10%	61	11%	2	8%	6	4%	77	7%
				Very unclear	N<5	N<5	3	6%	20	4%	N<5	N<5	2	5%	30	5%	0	0%	5	3%	54	5%
				Very clear Fairly clear	N<5 N<5	N<5 N<5	10 24	19% 48%	88 245	19% 53%	N<5 N<5	N<5 N<5	3 22	7% 56%	81 274	15% 50%	5 16	17% 61%	28 81	20% 57%	175 586	15% 51%
Q20	tenure practices	tenure criteria	I find the tenure criteria (what things are	Neither clear nor unclear	N<5	N<5	6	12%	67	15%	N<5	N<5	7	17%	81	15%	6	21%	21	14%	203	18%
Q_C	overall	toriaro oritoria	evaluated) in my department to be	Fairly unclear	N<5	N<5	5	11%	41	9%	N<5	N<5	6	15%	76	14%	0	0%	6	4%	117	10%
				Very unclear	N<5	N<5	5	10%	22	5%	N<5	N<5	2	5%	37	7%	0	0%	7	5%	68	6%
				Very clear	N<5	N<5	3	6%	40	9%	N<5	N<5	3	7%	54	10%	4	14%	21	15%	113	10%
			I find the tenure standards (the	Fairly clear	N<5	N<5	22	43%	222	48%	N<5	N<5	18	46%	234	43%	11	43%	61	43%	435	38%
Q21	tenure practices overall	tenure standards	performance threshold) in my department	Neither clear nor unclear	N<5	N<5	13	26%	103	22%	N<5	N<5	9	24%	113	21%	8	32%	38	26%	306	27%
	overall		to be	Fairly unclear	N<5	N<5	6	12%	61	13%	N<5	N<5	4	10%	97	18%	3	12%	16	11%	191	17%
				Very unclear	N<5	N<5	6	12%	37	8%	N<5	N<5	5	13%	50	9%	0	0%	7	5%	96	8%
				Very clear	N<5	N<5	6	12%	66	14%	N<5	N<5	4	10%	68	13%	6	25%	29	21%	169	15%
	tenure practices	tenure body of	I find the body of evidence that will be	Fairly clear	N<5	N<5	22	44%	239	52%	N<5	N<5	21	55%	245	45%	12	46%	66	47%	512	45%
Q22	overall	evidence	considered in making my tenure decision	Neither clear nor unclear	N<5	N<5	13	26%	87	19%	N<5	N<5	4	11%	120	22%	6	25%	29	21%	264	23%
			to be	Fairly unclear	N<5	N<5	5	10%	48	10%	N<5	N<5	7	19%	84	15%	1	4%	13	9%	126	11%
				Very unclear	N<5	N<5	4	8%	23	5%	N<5	N<5	2	5%	29	5%	0	0%	3	2%	62	5%
				Very clear	N<5	N<5	8	15%	79	17%	N<5	N<5	1	3%	91	17%	7	27%	31	22%	199	18%
Q23	tenure practices	sense of	My sense of whether or not I will achieve	Fairly clear Neither clear nor unclear	N<5 N<5	N<5 N<5	19 11	38% 22%	189 112	41% 25%	N<5 N<5	N<5 N<5	25 5	64% 14%	251 127	46% 23%	7 8	29% 31%	51 46	36% 32%	481 299	43% 27%
Q23	overall	achieving tenure	tenure is	Fairly unclear	N<5 N<5	N<5 N<5	11 10	20%	112 52	11%	N<5 N<5	N<5 N<5	5 6	14% 15%	127 50	9%	8 2	31% 9%	46 9	32% 6%	299 88	27% 8%
				Very unclear	N<5	N<5	3	6%	26	6%	N<5	N<5	2	5%	22	4%	1	3%	5	4%	60	5%
				Very clear	N<5	N<5	9	19%	90	19%	N<5	N<5	8	20%	89	16%	7	27%	33	23%	218	19%
	tenure		A scholar - Is what's expected in order to	Fairly clear	N<5	N<5	22	43%	257	55%	N<5	N<5	20	51%	273	51%	13	50%	86	59%	604	53%
Q24A	expectations:	expectations >	earn tenure CLEAR to you regarding your	Neither clear nor unclear	N<5	N<5		12%	51	11%	N<5	N<5	4	10%	74	14%	6	23%	17	11%	154	14%
	clarity	clarity > scholar	performance as:	Fairly unclear	N<5	N<5	10	20%	46	10%	N<5	N<5	5	12%	81	15%	0	0%	7	5%	122	11%
				Very unclear	N<5	N<5	3	6%	19	4%	N<5	N<5	3	8%	23	4%	0	0%	2	1%	42	4%
				Very clear	N<5	N<5	4	9%	56	12%	N<5	N<5	8	19%	101	19%	7	24%	23	16%	190	17%
	tenure	expectations >	A teacher - Is what's expected in order to	Fairly clear	N<5	N<5	25	50%	239	52%	N<5	N<5	22	57%	292	54%	11	40%	75	52%	623	54%
Q24B	expectations:	clarity > teacher	earn tenure CLEAR to you regarding your	Neither clear nor unclear	N<5	N<5	10	21%	88	19%	N<5	N<5	5	13%	85	16%	10	36%	28	19%	202	18%
	clarity	olding a todollol	performance as:	Fairly unclear	N<5	N<5	4	8%	55	12%	N<5	N<5	4	10%	57	10%	0	0%	13	9%	101	9%
				Very unclear	N<5	N<5	6	12%	23	5%	N<5	N<5	0	0%	9	2%	0	0%	5	4%	28	2%
				Very clear	N<5	N<5	2	4%	33	7%	N<5	N<5	3	9%	55	11%	5	17%	21	15%	117	11%
0040	tenure	expectations >	An advisor to students - Is what's expected		N<5	N<5	20	40%	145	32%	N<5	N<5	12	35%	153	30%	15	54%	61	42%	428	39%
Q24C	expectations: clarity	clarity > advisor	in order to earn tenure CLEAR to you regarding your performance as:	Neither clear nor unclear	N<5	N<5	13	27%	145	32%	N<5	N<5	10	30%	153	30%	6	22%	31	22%	324	29%
	Clarity		regarding your performance as.	Fairly unclear	N<5 N<5	N<5 N<5	7 7	14% 15%	87 46	19% 10%	N<5 N<5	N<5 N<5	5 5	14% 13%	110 34	22% 7%	2	7% 0%	18 12	13% 8%	170 71	15% 6%
				Very unclear Very clear	N<5	N<5	4	9%	36	8%	N<5	N<5	3	8%	55	10%	3	10%	17	12%	103	9%
	tenure	expectations >	A colleague in your department - Is what's	Fairly clear	N<5	N<5	21	41%	162	35%	N<5	N<5	18	48%	207	39%	10	38%	49	34%	402	36%
Q24D	expectations:	clarity >	expected in order to earn tenure CLEAR to		N<5	N<5	15	29%	142	31%	N<5	N<5	7	18%	131	24%	11	41%	37	26%	324	29%
42.5	clarity	colleague in	you regarding your performance as:	Fairly unclear	N<5	N<5	4	8%	87	19%	N<5	N<5	4	12%	102	19%	3	11%	25	18%	203	18%
	•	department		Very unclear	N<5	N<5	6	12%	32	7%	N<5	N<5	6	15%	43	8%	0	0%	15	10%	90	8%
				Very clear	N<5	N<5	3	5%	31	7%	N<5	N<5	1	3%	42	8%	3	11%	12	9%	73	7%
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly clear	N<5	N<5	11	22%	121	27%	N<5	N<5	9	23%	141	27%	7	29%	28	20%	290	26%
Q24E	expectations:		order to earn tenure CLEAR to you	Neither clear nor unclear	N<5	N<5	17	35%	132	29%	N<5	N<5	11	30%	178	34%	8	30%	55	40%	403	37%
	clarity	citizen	regarding your performance as:	Fairly unclear	N<5	N<5	10	21%	117	26%	N<5	N<5	9	25%	118	22%	3	14%	26	19%	222	20%
				Very unclear	N<5	N<5	8	16%	55	12%	N<5	N<5	7	19%	50	9%	4	16%	17	12%	110	10%
			A mambas of the broader community. In	Very clear	N<5	N<5	1	2%	22	5%	N<5	N<5	2	5%	33	6%	3	10%	8	6%	60	6%
	tenure	expectations >	A member of the broader community - Is what's expected in order to earn tenure	Fairly clear	N<5	N<5	16	32%	108	24%	N<5	N<5	6	16%	129	25%	13	49%	42	31%	318	29%
Q24F	expectations:	clarity > member	CLEAR to you regarding your performance	Neither clear nor unclear	N<5	N<5	12	24%	143	32%	N<5	N<5	10	29%	166	32%	5	18%	46	35%	386	35%
	clarity	of community	as:	Fairly unclear	N<5	N<5	12	23%	114	25%	N<5	N<5	13	37%	138	26%	5	19%	22	16%	204	19%
				Very unclear	N<5	N<5	9	18%	67	15%	N<5	N<5	5	13%	58	11%	1	4%	16	12%	121	11%
				Very reasonable	N<5	N<5	5	11%	102	22%	N<5	N<5	9	22%	98	18%	7	25%	30	21%	256	23%
0254	tenure		A scholar - Is what's expected in order to	Fairly reasonable	N<5	N<5	28	57%	209	45%	N<5	N<5	19	49%	234	44%	15	56%	69	48%	502	45%
Q25A	expectations: reasonableness	reasonableness > scholar	earn tenure REASONABLE to you regarding your performance as:	Neither reasonable nor unreasonable		N<5 N<5	10 5	20% 10%	92 41	20% 9%	N<5	N<5 N<5	5 5	12% 12%	119 68	22% 13%	4	16% 3%	31	21% 7%	229 91	20% 8%
	. 545011411611655	> Joriolai	rogarding your portornation as.	Fairly unreasonable	N<5 N<5	N<5 N<5	5	10% 2%	41 18	9% 4%	N<5 N<5	N<5 N<5	5	12% 5%	68 17	13% 3%	1	3% 0%	10 4	7% 3%	91 47	8% 4%
				Very unreasonable Very reasonable	N<5 N<5	N<5	11	22%	121	26%	N<5 N<5	N<5	13	32%	138	26%	8	28%	35	24%	288	26%
	tenure	evnectations -	A teacher - Is what's expected in order to	Fairly reasonable	N<5 N<5	N<5	17	34%	178	39%	N<5	N<5	15	39%	231	43%	11	40%	68	47%	533	47%
Q25B	expectations:	reasonableness		Neither reasonable nor unreasonable		N<5	13	26%	119	26%	N<5	N<5	7	19%	115	21%	7	25%	34	23%	231	20%
	reasonableness	> teacher	regarding your performance as:	Fairly unreasonable	N<5	N<5	4	7%	24	5%	N<5	N<5	3	7%	44	8%	2	7%	4	3%	52	5%
				Very unreasonable	N<5	N<5	6	11%	16	3%	N<5	N<5	1	3%	11	2%	0	0%	3	2%	24	2%
				,																		

frequency: 37 of 72



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

Q25C expereasor Q25D expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q29A nature tea	theme tenure pectations: sonableness	expectations > reasonableness > advisor expectations > reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	in order to earn tenure REASONABLE to you regarding your performance as: A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is	Fairly unreasonable Very unreasonable Very reasonable	Count N<5		Count 5 18 20 2 4 6 22 18 1 3		All compa Count 76 142 202 18 15 87 138 209 11	% 17% 31% 45% 4% 3% 19% 30% 46%	Your instit Count N<5 N<5 N<5 N<5 N<5 N<5 N<5	ution A	E PERFO All selected Count 5 8 19 2 1 5	14% 24% 53% 6% 2% 13% 31%	All compa Count 80 130 236 40 8 95 160	### arables ### 16% 26% 48% 8% 2% 18% 30%		stitution % 28% 43% 29% 0% 0% 14%	All selected Count 29 52 54 5 3 24 47		All compa Count 203 405 420 46 21 191 376	
Q25C expereasor Q25D expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q29A nature tea	tenure pectations: sonableness	expectations > reasonableness > advisor expectations > reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Very reasonable Fairly reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Very reasonable Fairly reasonable Reither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable Very reasonable Fairly reasonable Fairly unreasonable For reasonable Very reasonable Very unreasonable Very unreasonable Very unreasonable	Count N<5	% N<5	Count 5 18 20 2 4 6 22 18 1 3	% 10% 36% 41% 4% 9% 12% 44% 35% 2%	Count 76 142 202 18 15 87 138 209	% 17% 31% 45% 4% 3% 19% 30% 46%	Count N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	% N<5 N<5 N<5 N<5 N<5 N<5	5 8 19 2 1 5 12	% 14% 24% 53% 6% 2% 13% 31%	Count 80 130 236 40 8 95 160	% 16% 26% 48% 8% 2% 18% 30%	8 12 8 0 0 4	% 28% 43% 29% 0% 0%	Count 29 52 54 5 3	% 21% 36% 38% 3% 2% 17%	Count 203 405 420 46 21 191 376	% 199 379 389 49 29
Q25C expereasor Q25D expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q29A nature tea	tenure pectations: sonableness	expectations > reasonableness > advisor expectations > reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Very reasonable Fairly reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Very reasonable Fairly reasonable Reither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable Very reasonable Fairly reasonable Fairly unreasonable For reasonable Very reasonable Very unreasonable Very unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	5 18 20 2 4 6 22 18 1 3	10% 36% 41% 4% 9% 12% 44% 35% 2%	76 142 202 18 15 87 138 209	17% 31% 45% 4% 3% 19% 30% 46%	N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5	5 8 19 2 1 5	14% 24% 53% 6% 2% 13% 31%	80 130 236 40 8 95 160	16% 26% 48% 8% 2% 18% 30%	8 12 8 0 0	28% 43% 29% 0% 0% 14%	29 52 54 5 3 24	21% 36% 38% 3% 2% 17%	203 405 420 46 21 191 376	199 379 389 49 29
Q25C expereasor Q25D expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature or Q29A nature	pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness	reasonableness > advisor expectations > reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	in order to earn tenure REASONABLE to you regarding your performance as: A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Very reasonable Fairly reasonable nor unreasonable Fairly unreasonable nor unreasonable Very unreasonable Very reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable Very unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	18 20 2 4 6 22 18 1 3	36% 41% 4% 9% 12% 44% 35% 2%	142 202 18 15 87 138 209	31% 45% 4% 3% 19% 30% 46%	N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5	8 19 2 1 5	24% 53% 6% 2% 13% 31%	130 236 40 8 95 160	26% 48% 8% 2% 18% 30%	12 8 0 0	43% 29% 0% 0% 14%	52 54 5 3	36% 38% 3% 2% 17%	405 420 46 21 191 376	379 389 49 29
Q25C expereasor Q25D expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q29A nature	pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness	reasonableness > advisor expectations > reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	in order to earn tenure REASONABLE to you regarding your performance as: A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Fairly reasonable Fairly unreasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	20 2 4 6 22 18 1 3	41% 4% 9% 12% 44% 35% 2%	202 18 15 87 138 209	45% 4% 3% 19% 30% 46%	N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5	19 2 1 5 12	53% 6% 2% 13% 31%	236 40 8 95 160	48% 8% 2% 18% 30%	8 0 0 4	29% 0% 0% 14%	54 5 3 24	38% 3% 2% 17%	420 46 21 191 376	389 49 29 179
Q25D te expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28A nature or Q29A nature	tenure pectations: sonableness tenure practices tenure practi	expectations > reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	you regarding your performance as: A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Fairly unreasonable Very unreasonable Very unreasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Very reasonable Fairly unreasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	2 4 6 22 18 1 3	4% 9% 12% 44% 35% 2%	18 15 87 138 209	4% 3% 19% 30% 46%	N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5	2 1 5 12	6% 2% 13% 31%	40 8 95 160	8% 2% 18% 30%	0	0% 0% 14%	5 3 24	3% 2% 17%	46 21 191 376	49 29 179
Q25E expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature	tenure pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness tenure practices sonableness	reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Very unreasonable Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable Very urreasonable	N<5 N<5 N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5 N<5	6 22 18 1 3	9% 12% 44% 35% 2%	15 87 138 209	3% 19% 30% 46%	N<5 N<5 N<5	N<5 N<5 N<5	5 12	2% 13% 31%	160	2% 18% 30%	4	0% 14%	24	2% 17%	21 191 376	179
Q25E expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature	tenure pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness tenure practices sonableness	reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Very reasonable Fairly reasonable nor unreasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Fairly reasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5 N<5 N<5	22 18 1 3	12% 44% 35% 2%	87 138 209	19% 30% 46%	N<5 N<5	N<5 N<5	12	13% 31%	160	18% 30%		14%		17%	191 376	179
Q25E expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature	tenure pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness tenure practices sonableness	reasonableness > colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	expected in order to earn tenure REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5	18 1 3	35% 2%	209	46%	N<5						10	37%	47	33%		240
Q25E expereasor Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature	tenure pectations: sonableness tenure pectations: sonableness tenure pectations: sonableness tenure practices sonableness	> colleague in department expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	REASONABLE to you regarding your performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Fairly unreasonable Very unreasonable Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable	N<5 N<5 N<5 N<5 N<5	N<5 N<5 N<5 N<5	1 3	2%			N<5	N<5			000							34
Q25E expereasor Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28 nature or Q29A nature	tenure pectations: sonableness tenure pectations: sonableness are practices	expectations > reasonableness > campus citizen expectations > reasonableness > reasonableness > reasonableness > member of community consistent messages about tenure from	performance as: A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Very unreasonable Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable	N<5 N<5 N<5 N<5	N<5 N<5 N<5	1		11				17	45%	220	41%	12	45%	63	45%	454	419
Q25E expereasor Q25F expereasor Q26 tenure O' Q27A tenure O' Q28 nature O' Q28B nature O' Q29A nature	pectations: sonableness tenure pectations: sonableness	expectations > reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable	N<5 N<5 N<5	N<5 N<5	1	7%		2%	N<5	N<5	3	8%	41	8%	1	4%	3	2%	55	59
Q25E expereasor Q25F expereasor Q26 tenure O' Q27A tenure O' Q28 nature O' Q28B nature O' Q29A nature	pectations: sonableness tenure pectations: sonableness	reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable	N<5 N<5	N<5	1		11	2%	N<5	N<5	1	2%	15	3%	0	0%	4	3%	28	39
Q25E expereasor Q25F expereasor Q26 tenure O' Q27A tenure O' Q28 nature O' Q28B nature O' Q29A nature	pectations: sonableness tenure pectations: sonableness	reasonableness > campus citizen expectations > reasonableness > member of community consistent messages about tenure from	order to earn tenure REASONABLE to you regarding your performance as: A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable Very reasonable	N<5		4.4	3%	64	14%	N<5	N<5	4	11%	60	11%	3	11%	16	12%	142	139
Q25F expereasor Q26 tenure or	tenure pectations: sonableness	expectations > reasonableness > member of community consistent messages about tenure from	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Fairly unreasonable Very unreasonable Very reasonable		N<5	11	23%	102	23%	N<5	N<5	5	13%	127	24%	9	35%	27	20%	285	269
Q25F experessor Q26 tenure or	tenure pectations: sonableness ure practices	expectations > reasonableness > member of community consistent messages about tenure from	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your	Very unreasonable Very reasonable	N<5		35	72%	264	59%	N<5	N<5	27	74%	293	56%	12	48%	90	65%	591	559
Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature or Q29A nature	pectations: sonableness ure practices	reasonableness > member of community consistent messages about tenure from	what's expected in order to earn tenure REASONABLE to you regarding your	Very reasonable		N<5	0	0%	14	3%	N<5	N<5	1	3%	36	7%	1	6%	2	2%	46	49
Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature or Q29A nature	pectations: sonableness ure practices	reasonableness > member of community consistent messages about tenure from	what's expected in order to earn tenure REASONABLE to you regarding your	-	N<5	N<5	1	2%	5	1%	N<5	N<5	0	0%	9	2%	0	0%	3	2%	15	19
Q25F expereasor Q26 tenure or Q27A tenure or Q28 nature or Q28B nature or Q29A nature	pectations: sonableness ure practices	reasonableness > member of community consistent messages about tenure from	what's expected in order to earn tenure REASONABLE to you regarding your		N<5	N<5	3	6%	59	13%	N<5	N<5	3	8%	62	12%	3	11%	12	9%	126	129
Q26 tenure O1 Q27A tenure O1 Q28 nature O1 Q29A nature tea	sonableness ure practices	> member of community consistent messages about tenure from	REASONABLE to you regarding your	Fairly reasonable	N<5	N<5	13	26%	90	20%	N<5	N<5	5	13%	116	22%	15	56%	36	27%	323	309
Q26 tenure or Q27A tenure or Q28 nature or Q28B nature tea	ıre practices	community consistent messages about tenure from		Neither reasonable nor unreasonable	N<5	N<5	27	55%	272	61%	N<5	N<5	25	71%	310	60%	9	33%	81	60%	563	539
Q27A tenure or Q28 nature or Q28A nature or Q29A nature		consistent messages about tenure from	•	Fairly unreasonable	N<5	N<5	3	7%	17	4%	N<5	N<5	0	0%	23	4%	0		2	2%	42	49
Q27A tenure or Q28 nature or Q28A nature or Q29A nature		messages about tenure from		Very unreasonable	N<5	N<5	3	7%	8	2%	N<5	N<5	3	8%	8	1%	0	0%	3	2%	14	19
Q27A tenure or Q28 nature or Q28A nature or Q29A nature		tenure from		Strongly agree	N<5	N<5	9	18%	92	20%	N<5	N<5	9	25%	85	16%	6		34	24%	190	179
Q27A tenure or Q28 nature or Q28A nature or Q29A nature			I have received consistent messages from	Somewhat agree	N<5	N<5	19	40%	157	34%	N<5	N<5	12	31%	151	29%	11	40%	59	42%	385	359
Q27A tenure or			senior colleagues about the requirements	Neither agree nor disagree	N<5	N<5	5	10%	43	9%	N<5	N<5	3	7%	46	9%	4	13%	17	12%	133	129
Q28 nature tea		tenured	for tenure.	Somewhat disagree	N<5	N<5	8	18%	106	23%	N<5	N<5	6	16%	133	25%	7	26%	22	16%	230	219
Q28 nature tea		colleagues		Strongly disagree	N<5	N<5	7	14%	62	14%	N<5	N<5	8	22%	109	21%	0		9	6%	177	169
Q28 nature tea			In my opinion, tenure decisions here are	Strongly agree	N<5	N<5	14	30%	137	31%	N<5	N<5	15	44%	156	31%	9		54	39%	353	339
Q28 nature tea	re practices	tenure decisions	made primarily on performance-based	Somewhat agree	N<5	N<5	18	39%	181	41%	N<5	N<5	13	38%	155	31%	7	30%	57	41%	400	379
Q28B nature tea	overall	based on	criteria rather than on non-performance	Neither agree nor disagree	N<5	N<5	7	15%	57	13%	N<5	N<5	0	0%	74	15%	4	18%	16	12%	133	129
Q28B nature tea		performance	criteria.	Somewhat disagree	N<5	N<5	4	9%	38	9%	N<5	N<5	2	6%	74	15%	4	14%	7	5%	107	109
Q28B nature tea				Strongly disagree	N<5	N<5	3	7%	28	6%	N<5	N<5	4	12%	40	8%	0	0%	4	3%	86	89
Q28B nature tea			The way you spend your time as a faculty	Very satisfied	N<5	N<5	3	7%	79	17%	N<5	N<5	12	31%	109	21%	7	23%	31	22%	245	219
Q28B nature tea	ure of work	way you spend	member - Please indicate your level of	Satisfied	N<5	N<5	29	59%	236	51%	N<5	N<5	15	39%	258	48%	16		77	54%	569	509
Q29A nature	overall	your time as a faculty member	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	N<5	N<5	8	17%	67	15%	N<5	N<5	1	3%	54	10%	3		18	13%	124	119
Q29A nature		racuity member	following:	Dissatisfied	N<5	N<5	8	17%	72	16%	N<5	N<5	8	20%	88	16%	3		14 2	10%	167	159
Q29A nature				Very dissatisfied	N<5	N<5	0	0%	8	2%	N<5	N<5	3	8%	24	5%	0			1%	37	39
Q29A nature			The number of hours you work as a faculty	Very satisfied	N<5	N<5	N/A	N/A	26	10%	N<5	N<5	N/A	N/A	32	11%	3		N/A	N/A	83	149
Q29A nature	ure of work	number of hours	member in an average week - Please	Satisfied	N<5	N<5	N/A	N/A	118	47% 17%	N<5	N<5	N/A	N/A	109	37%	16 3	57% 11%	N/A	N/A	270	479 189
dz9A tea	overall	you work as a faculty member	indicate your level of satisfaction or	Neither satisfied nor dissatisfied Dissatisfied	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	44 59	23%	N<5 N<5	N<5	N/A N/A	N/A N/A	61 69	20% 23%	5 5	18%	N/A N/A	N/A N/A	104 96	179
dz9A tea		lacuity member	dissatisfaction with the following:				N/A N/A	N/A	59 6	2%		N<5	N/A	N/A	26	23% 9%	1		N/A N/A	N/A	96 27	59
dz9A tea				Very dissatisfied Very satisfied	N<5 N<5	N<5 N<5	19	38%	178	39%	N<5 N<5	N<5 N<5	19	51%	195	37%	9	3%	43	30%	413	369
dz9A tea			The level of the courses you touch	Satisfied	N<5	N<5	19	40%	198	43%	N<5	N<5	18	46%	241	45%	14	51%	80	57%	515	459
nature	re of work >	level of courses	The level of the courses you teach - Please indicate your level of satisfaction or		N<5	N<5	19	16%	47	10%	N<5 N<5	N<5	0	46% 0%	40	45% 8%	4	14%	9	6%	112	109
nature	teaching	you teach	dissatisfaction with the following:	Dissatisfied	N<5	N<5	3	6%	27	6%	N<5	N<5	1	3%	50	9%	1	5%	8	6%	78	79
nature			g-	Very dissatisfied	N<5	N<5	0	0%	7	1%	N<5	N<5	0	0%	8	1%	0	0%	1	1%	18	29
nature				Very satisfied	N<5	N<5	18	38%	138	30%	N<5	N<5	13	34%	165	31%	9	34%	40	28%	383	349
nature		number of	The number of courses you teach - Please	Satisfied	N<5	N<5	13	26%	176	39%	N<5	N<5	11	28%	167	31%	14	50%	67	47%	382	339
Q29B	re of work >	courses you	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	N<5	N<5	11	22%	67	15%	N<5	N<5	3	9%	56	11%	5		20	14%	145	139
tea	teaching	teach	dissatisfaction with the following:	Dissatisfied	N<5	N<5	7	14%	62	14%	N<5	N<5	9	24%	102	19%	0	0%	13	9%	164	149
			· · · · · · · · · · · · · · · · · · ·	Very dissatisfied	N<5	N<5	0	0%	12	3%	N<5	N<5	2	5%	42	8%	0		3	2%	66	69
				Very satisfied	N<5	N<5	22	44%	220	48%	N<5	N<5	19	50%	274	52%	7	25%	54	38%	522	469
		degree of	The degree of influence you have over the	Satisfied	N<5	N<5	19	38%	153	33%	N<5	N<5	11	28%	161	30%	15			41%	411	369
	re of work >	influence over	courses you teach - Please indicate your	Neither satisfied nor dissatisfied	N<5	N<5	5	10%	39	8%	N<5	N<5	2	5%	34	6%	5		16	11%	109	109
tea		which courses	level of satisfaction or dissatisfaction with	Dissatisfied	N<5	N<5	3	7%	31	7%	N<5	N<5	3	7%	44	8%	1	4%	10	7%	58	59
	teaching	you teach	the following:	Very dissatisfied	N<5	N<5	0	0%	14	3%	N<5	N<5	3	9%	18	3%	0		3	2%	38	39
				Very satisfied	N<5	N<5	28	58%	299	66%	N<5	N<5	29	76%	394	75%	7	25%	66	46%	619	559
			The discretion you have over the content	Satisfied	N<5	N<5	16	34%	122	27%	N<5	N<5	7	18%	105	20%	16		51	36%	391	349
(3291)	teaching		of your courses you teach - Please indicate	Neither satisfied nor dissatisfied	N<5	N<5	3	6%	25	5%	N<5	N<5	0	0%	16	3%	4			11%	79	79
tea	re of work >		your level of satisfaction or dissatisfaction with the following:	Dissatisfied	N<5	N<5	1	2%	8	2%	N<5	N<5	1	3%	10	2%	0		8	5%	32	39
	teaching	discretion over course content	was ale following.	Very dissatisfied	N<5	N<5	0	0%	3	1%	N<5	N<5	1	3%	4	1%	1	4%	2	1%	14	19
	re of work >			Very satisfied	N<5	N<5	16	34%	137	30%	N<5	N<5	18	48%	182	34%	3			25%	381	349
	re of work >			Satisfied	N<5	N<5	18	37%	192	42%	N<5	N<5	12	30%	191	36%	17			51%	462	419
	teaching ure of work > teaching	course content	The number of students you teach -		N<5	N<5	8	17%	68	15%	N<5	N<5	4	11%	55	10%	7			10%	146	139
tea	teaching are of work > teaching are of work >		The number of students you teach - Please indicate your level of satisfaction or		N<5	N<5	4	8%														99
	teaching ure of work > teaching	number of	,	Dissatisfied	14<2	1440			41	9%	N<5	N<5	1	3%	69	13%	1	4%	20	14%	106	

2 4% frequency: 38 of 72



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA VISUAL & PERFORMING ARTS

ENGI/COMP SCI/MATH/STATS

Surve	y Auriinistratio	11 2000-09			Your insti	tution	All selecte	d neers	All compa	rahles	Your insti	tution	All selecte	d neers	All compa	rahles	Your ins	stitution	All selecte	d neers	All compa	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
	0.0000	namo	ассоприон	Very satisfied	N<5	N<5	4	10%	99	22%	N<5	N<5	10	25%	111	21%	1	4%		13%	192	17%
		quality of	The quality of undergraduate students with	Satisfied	N<5	N<5	19	41%	147	33%	N<5	N<5	13	33%	166	31%	7	23%	56	42%	379	34%
Q29F	nature of work >	undergraduate	whom you interact - Please indicate your	Neither satisfied nor dissatisfied	N<5	N<5	12	27%	86	20%	N<5	N<5	4	10%	105	20%	13	46%	38	28%	243	22%
	teaching	students	level of satisfaction or dissatisfaction with the following:	Dissatisfied	N<5	N<5	9	19%	85	19%	N<5	N<5	10	25%	113	21%	5	19%	17	13%	216	19%
			the following.	Very dissatisfied	N<5	N<5	2	4%	24	5%	N<5	N<5	3	7%	35	7%	2	8%	5	4%	77	7%
				Very satisfied	N<5	N<5	6	12%	94	22%	N<5	N<5	10	33%	119	28%	2	7%	22	16%	168	16%
		quality of	The quality of graduate students with	Satisfied	N<5	N<5	20	42%	170	39%	N<5	N<5	11	36%	137	33%	14	50%	66	47%	419	39%
Q29G	nature of work > teaching	graduate	whom you interact - Please indicate your level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	N<5	N<5	9	19%	73	17%	N<5	N<5	2	6%	79	19%	9	33%	27	19%	234	22%
	teaching	students	the following:	Dissatisfied	N<5	N<5	12	24%	83	19%	N<5	N<5	5	15%	64	15%	2	7%	20	14%	184	17%
			the following.	Very dissatisfied	N<5	N<5	1	2%	15	3%	N<5	N<5	3	10%	18	4%	1	4%	6	4%	64	6%
				Very satisfied	N<5	N<5	5	11%	43	9%	N<5	N<5	2	5%	25	5%	4	13%	14	10%	136	12%
			The amount of time you have to conduct	Satisfied	N<5	N<5	14	30%	127	27%	N<5	N<5	12	33%	132	25%	8	29%	48	34%	345	30%
Q30B			research/produce creative work - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	N<5	N<5	6	12%	60	13%	N<5	N<5	1	3%	56	11%	8	27%	29	20%	171	15%
	research	conduct research	dissatisfaction with the following:	Dissatisfied	N<5	N<5	20	42%	174	38%	N<5	N<5	18	46%	193	36%	8	27%	43	30%	338	30%
			dissatisfaction with the following.	Very dissatisfied	N<5	N<5	3	6%	59	13%	N<5	N<5	5	14%	127	24%	1	3%	7	5%	142	13%
				Very satisfied	N<5	N<5	2	4%	30	7%	N<5	N<5	2	7%	16	4%	1	4%	4	3%	78	7%
		expectations for	The amount of external funding you are	Satisfied	N<5	N<5	15	31%	148	33%	N<5	N<5	5	19%	65	15%	9	33%	39	28%	313	29%
Q30C	nature of work >	finding external	expected to find - Please indicate your	Neither satisfied nor dissatisfied	N<5	N<5	20	42%	132	29%	N<5	N<5	13	48%	189	43%	11	40%	54	38%	341	31%
	research	funding	level of satisfaction or dissatisfaction with the following:	Dissatisfied	N<5	N<5	10	21%	101	22%	N<5	N<5	3	12%	100	23%	6	20%	32	22%	224	20%
			are renowing.	Very dissatisfied	N<5	N<5	1	2%	41	9%	N<5	N<5	4	14%	68	16%	1	3%		9%	141	13%
				Very satisfied	N<5	N<5	27	56%	277	60%	N<5	N<5	21	57%	283	53%	9	32%	55	40%	487	43%
		:	The influence you have over the focus of	Satisfied	N<5	N<5	18	36%	138	30%	N<5	N<5	10	27%	168	32%	15	53%	62	44%	424	38%
Q30D	nature of work >	influence over focus of research	your research/creative work - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	N<5	N<5	1	2%	23	5%	N<5	N<5	3	8%	43	8%	4	14%	16	11%	132	12%
	research	locus of research	dissatisfaction with the following:	Dissatisfied	N<5	N<5	3	6%	16	3%	N<5	N<5	2	5%	22	4%	0	0%	2	2%	61	5%
			dissatisfaction with the following.	Very dissatisfied	N<5	N<5	0	0%	5	1%	N<5	N<5	1	3%	14	3%	0	0%	5	3%	18	2%
				Very satisfied	N<5	N<5	13	27%	106	23%	N<5	N<5	5	14%	68	13%	7	25%	25	18%	216	19%
			The quality of facilities (i.e., office, labs,	Satisfied	N<5	N<5	16	32%	156	34%	N<5	N<5	9	25%	132	25%	13	48%	66	47%	414	37%
Q31	nature of work overall	quality of facilities	classrooms) - Please indicate your level of	Neither satisfied nor dissatisfied	N<5	N<5	6	12%	52	11%	N<5	N<5	4	11%	77	15%	6	21%	25	18%	188	17%
	overall		satisfaction or dissatisfaction with the following:	Dissatisfied	N<5	N<5	8	16%	95	21%	N<5	N<5	7	17%	128	24%	2	6%	16	11%	192	17%
			lollowing.	Very dissatisfied	N<5	N<5	6	12%	52	11%	N<5	N<5	13	33%	124	23%	0	0%	8	6%	122	11%
			The amount of access you have to	Very satisfied	N<5	N<5	11	24%	65	15%	N<5	N<5	6	20%	42	9%	4	14%	22	16%	127	12%
		amount of access	Teaching Fellows, Graduate Assistants, et	Satisfied	N<5	N<5	14	30%	118	27%	N<5	N<5	7	22%	110	24%	11	39%	37	27%	319	30%
Q32	nature of work overall	to TA's, RA's,	al Please indicate your level of	Neither satisfied nor dissatisfied	N<5	N<5	8	16%	91	21%	N<5	N<5	4	11%	89	20%	6	21%	35	25%	270	25%
	overall	etc.	satisfaction or dissatisfaction with the	Dissatisfied	N<5	N<5	12	25%	105	24%	N<5	N<5	6	19%	108	24%	5	20%	32	24%	220	21%
			following:	Very dissatisfied	N<5	N<5	2	4%	54	12%	N<5	N<5	9	27%	106	23%	1	5%	11	8%	137	13%
				Very satisfied	N<5	N<5	6	12%	98	21%	N<5	N<5	13	35%	154	29%	4	13%	38	27%	303	27%
		-1	Clerical/administrative services - How	Satisfied	N<5	N<5	15	31%	154	33%	N<5	N<5	12	32%	176	34%	12	42%	58	41%	410	37%
Q33A	nature of work overall	clerical/administr ative services	satisfied are you with the quality of these	Neither satisfied nor dissatisfied	N<5	N<5	11	24%	64	14%	N<5	N<5	2	5%	66	13%	7	25%	21	15%	157	14%
	Overall	alive services	support services?	Dissatisfied	N<5	N<5	13	27%	93	20%	N<5	N<5	6	15%	85	16%	5	16%	16	11%	157	14%
				Very dissatisfied	N<5	N<5	3	6%	51	11%	N<5	N<5	5	12%	43	8%	1	4%	8	6%	96	9%
				Very satisfied	N<5	N<5	3	6%	55	12%	N<5	N<5	5	15%	50	11%	3	11%	22	16%	147	13%
			December 11-	Satisfied	N<5	N<5	23	47%	156	35%	N<5	N<5	9	26%	117	26%	13	51%	55	40%	372	34%
Q33B	nature of work > research	research services	Research services - How satisfied are you	Neither satisfied nor dissatisfied	N<5	N<5	10	21%	96	22%	N<5	N<5	13	39%	148	33%	6	22%	33	24%	261	24%
	research		with the quality of these support services?	Dissatisfied	N<5	N<5	10	22%	92	21%	N<5	N<5	4	13%	99	22%	4	16%	17	13%	206	19%
				Very dissatisfied	N<5	N<5	2	4%	44	10%	N<5	N<5	2	6%	39	9%	0	0%	9	7%	100	9%
				Very satisfied	N<5	N<5	5	11%	77	18%	N<5	N<5	3	10%	81	17%	1	4%		12%	168	15%
	noture of work		Topohing convices Have estisfied and the	Satisfied	N<5	N<5	22	47%	169	39%	N<5	N<5	7	21%	177	37%	17	67%	61	44%	457	42%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Neither satisfied nor dissatisfied	N<5	N<5	12	25%	117	27%	N<5	N<5	15	47%	148	31%	5	21%	43	31%	285	26%
	todorning		are quality of these support services?	Dissatisfied	N<5	N<5	6	13%	54	12%	N<5	N<5	5	16%	56	12%	2	8%	16	12%	131	12%
				Very dissatisfied	N<5	N<5	2	4%	19	4%	N<5	N<5	2	6%	21	4%	0	0%	2	1%	46	4%
				Very satisfied	N<5	N<5	8	16%	66	15%	N<5	N<5	5	14%	114	22%	3	11%	11	8%	200	18%
	noture of	ooms: His a	Computing services - How satisfied are	Satisfied	N<5	N<5	23	47%	146	32%	N<5	N<5	21	58%	192	38%	16	60%	67	49%	433	39%
Q33D	nature of work overall	computing services	you with the quality of these support	Neither satisfied nor dissatisfied	N<5	N<5	11	22%	93	20%	N<5	N<5	6	16%	96	19%	4	17%	30	21%	236	21%
	Overall	Services	services?	Dissatisfied	N<5	N<5	6	13%	105	23%	N<5	N<5	3	10%	73	14%	2	9%	19	14%	160	14%
				Very dissatisfied	N<5	N<5	1	2%	45	10%	N<5	N<5	1	2%	34	7%	1	4%	11	8%	87	8%
				Very important	N<5	N<5	18	37%	124	27%	N<5	N<5	12	33%	188	36%	5	17%	31	22%	290	26%
	policy/practice >		Formal mentoring program for junior	Important	N<5	N<5	17	35%	192	42%	N<5	N<5	16	44%	213	40%	17	62%	67	48%	480	43%
Q34A1		formal mentoring	faculty - Please rate how important or	Neither important nor unimportant	N<5	N<5	11	23%	84	18%	N<5	N<5	7	18%	92	18%	4	13%	29	21%	214	19%
	climate/culture		unimportant you think each would be to your success.	Unimportant	N<5	N<5	2	5%	41	9%	N<5	N<5	0	0%	25	5%	2	8%		6%	101	9%
			your odocess.	Very unimportant	N<5	N<5	0	0%	17	4%	N<5	N<5	2	5%	10	2%	0	0%	3	2%	36	3%
				Very important	N<5	N<5	19	38%	210	46%	N<5	N<5	17	46%	241	46%	5	16%	43	31%	427	38%
	policy/practice >		Informal mentoring - Please rate how	Important	N<5	N<5	24	49%	194	42%	N<5	N<5	15	41%	220	42%	22	77%		55%	521	47%
Q34A2		informal	important or unimportant you think each	Neither important nor unimportant	N<5	N<5	6	13%	39	9%	N<5	N<5	5	13%	49	9%	2	7%		10%	123	11%
	climate/culture	mentoring	would be to your success.	Unimportant	N<5	N<5	0	0%	10	2%	N<5	N<5	0	0%	14	3%	0	0%		3%	28	3%
				Very unimportant	N<5	N<5	0	0%	5	1%	N<5	N<5	0	0%	4	1%	0	0%	2	1%	17	2%
				• · · · · · · · · · · · · · · · · · · ·						. , ,						.,,		- 70		.,,		

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

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					Vour inct		OGICAL		All compa	rables	Your instit		All selected		All compa		Your ins		All selecte	1	All compa	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
потт	Biolific	name	ассоправл	Very important	N<5	N<5	16	34%	159	35%	N<5	N<5	16	44%	200	38%	1	3%	53	38%	399	35%
	policy/practice >	periodic, formal	Periodic, formal performance reviews for	Important	N<5	N<5	25	50%	220	48%	N<5	N<5	16	42%	266	51%	21	76%	73	52%	566	50%
Q34A3	importance >	performance	junior faculty - Pease rate how important or	Neither important nor unimportant	N<5	N<5	5	11%	56	12%	N<5	N<5	3	9%	39	7%	5	18%	11	8%	106	9%
	tenure	reviews	unimportant you think each would be to your success.	Unimportant	N<5	N<5	2	5%	17	4%	N<5	N<5	1	2%	17	3%	1	3%	3	2%	44	4%
			your success.	Very unimportant	N<5	N<5	0	0%	6	1%	N<5	N<5	1	3%	3	1%	0	0%	1	1%	10	1%
				Very important	N<5	N<5	16	33%	142	31%	N<5	N<5	14	36%	202	39%	2	6%	48	34%	353	31%
	policy/practice >	written summary	Written summary of periodic performance	Important	N<5	N<5	22	46%	219	48%	N<5	N<5	18	50%	259	50%	19	67%	69	49%	562	50%
Q34A4	importance >	of performance	reviews for junior faculty - Please rate how important or unimportant you think each	Neither important nor unimportant	N<5	N<5	7	14%	72	16%	N<5	N<5	2	6%	45	9%	7	23%	20	14%	145	13%
	tenure	reviews	would be to your success.	Unimportant	N<5	N<5	3	7%	21	5%	N<5	N<5	1	3%	10	2%	0	0%	3	2%	46	4%
			modia po to your ouccose.	Very unimportant	N<5	N<5	0	0%	5	1%	N<5	N<5	2	5%	7	1%	1	3%	1	1%	15	1%
			B &	Very important	N<5	N<5	24	50%	219	48%	N<5	N<5	10	27%	199	38%	9	31%	72	52%	518	46%
	policy/practice >	professional	Professional assistance in obtaining	Important	N<5	N<5	20	42%	172	38%	N<5	N<5	15	41%	186	36%	15	55%	55	40%	447	40%
Q34A5	importance >	assistance in	externally funded grants - Please rate how important or unimportant you think each	Neither important nor unimportant	N<5	N<5	2	4%	41	9%	N<5	N<5	12	33%	96	19%	3	10%	6	4%	102	9%
	research	obtaining grants	would be to your success.	Unimportant	N<5	N<5	2	4%	21	5%	N<5	N<5	0	0%	27	5%	1	4%	4	3%	44	4%
			modia po to your ouccose.	Very unimportant	N<5	N<5	0	0%	5	1%	N<5	N<5	0	0%	11	2%	0	0%	1	1%	10	1%
			5 () () ()	Very important	N<5	N<5	7	15%	67	15%	N<5	N<5	6	16%	118	22%	5	16%	18	13%	199	18%
	policy/practice >	professional	Professional assistance for improving	Important	N<5	N<5	29	60%	235	51%	N<5	N<5	19	51%	229	43%	19	70%	71	52%	542	48%
Q34A6	importance >	assistance for improving	teaching - Please rate how important or unimportant you think each would be to	Neither important nor unimportant	N<5	N<5	8	17%	105	23%	N<5	N<5	5	15%	119	23%	4	14%	35	26%	257	23%
	teaching	teaching	your success.	Unimportant	N<5	N<5	4	8%	45	10%	N<5	N<5	5	13%	48	9%	0	0%	12	9%	107	10%
		9		Very unimportant	N<5	N<5	0	0%	6	1%	N<5	N<5	2	5%	13	2%	0	0%	1	1%	17	2%
			Tourist front to account	Very important	N<5	N<5	20	41%	176	38%	N<5	N<5	24	61%	376	71%	7	26%	58	42%	565	50%
	policy/practice >		Travel funds to present papers or conduct	Important	N<5	N<5	25	50%	207	45%	N<5	N<5	12	31%	135	26%	19	71%	66	48%	450	40%
Q34A7		travel funds	research - Please rate how important or unimportant you think each would be to	Neither important nor unimportant	N<5	N<5	4	9%	44	10%	N<5	N<5	2	5%	13	2%	0	0%	11	8%	80	7%
	research		your success.	Unimportant	N<5	N<5	0	0%	23	5%	N<5	N<5	0	0%	3	0%	1	3%	1	1%	22	2%
			your success.	Very unimportant	N<5	N<5	0	0%	11	2%	N<5	N<5	1	3%	3	1%	0	0%	2	1%	8	1%
				Very important	N<5	N<5	14	29%	150	33%	N<5	N<5	22	58%	299	57%	4	14%	28	20%	351	32%
	policy/practice >		Paid or unpaid research leave during the	Important	N<5	N<5	19	39%	175	38%	N<5	N<5	10	27%	155	30%	17	64%	59	43%	420	38%
Q34A8		paid/unpaid	pre-tenure period - Please rate how	Neither important nor unimportant	N<5	N<5	8	16%	97	21%	N<5	N<5	3	7%	58	11%	5	18%	39	29%	252	23%
	research	research leave	important or unimportant you think each would be to your success.	Unimportant	N<5	N<5	7	15%	24	5%	N<5	N<5	2	6%	8	2%	1	4%	9	7%	62	6%
			would be to your success.	Very unimportant	N<5	N<5	0	0%	11	2%	N<5	N<5	1	3%	5	1%	0	0%	2	2%	16	1%
				Very important	N<5	N<5	8	18%	85	19%	N<5	N<5	11	31%	149	28%	2	7%	15	11%	189	17%
	policy/practice >		Paid or unpaid personal leave during the	Important	N<5	N<5	16	34%	165	37%	N<5	N<5	11	29%	171	33%	15	57%	42	31%	344	32%
Q34A9		paid/unpaid	pre-tenure period - Very important- Please	Neither important nor unimportant	N<5	N<5	16	34%	156	35%	N<5	N<5	13	35%	163	31%	9	32%	69	51%	410	38%
	work/home	personal leave	rate how important or unimportant you think each would be to your success.	Unimportant	N<5	N<5	6	14%	37	8%	N<5	N<5	2	5%	30	6%	1	4%	7	5%	102	9%
			think each would be to your success.	Very unimportant	N<5	N<5	0	0%	8	2%	N<5	N<5	0	0%	10	2%	0	0%	3	2%	44	4%
				Very important	N<5	N<5	15	32%	175	38%	N<5	N<5	17	44%	230	43%	4	14%	48	35%	386	35%
	policy/practice >	upper limit on	An upper limit on committee assignments	Important	N<5	N<5	24	51%	212	46%	N<5	N<5	15	39%	226	43%	21	77%	73	53%	532	48%
Q34A1	importance >	committee	for tenure-track faculty - Please rate how	Neither important nor unimportant	N<5	N<5	6	12%	54	12%	N<5	N<5	6	15%	66	13%	3	9%	11	8%	152	14%
U	tenure	assignments	important or unimportant you think each	Unimportant	N<5	N<5	2	4%	17	4%	N<5	N<5	1	2%	6	1%	0	0%	4	3%	40	4%
			would be to your success.	Very unimportant	N<5	N<5	0	0%	1	0%	N<5	N<5	0	0%	2	0%	0	0%	1	1%	7	1%
				Very important	N<5	N<5	28	58%	271	59%	N<5	N<5	22	58%	316	60%	10	35%	71	51%	636	57%
	policy/practice >	upper limit on	An upper limit on teaching obligations -	Important	N<5	N<5	19	40%	167	36%	N<5	N<5	14	37%	185	35%	17	62%	64	46%	426	38%
Q34A1	importance >	teaching	Please rate how important or unimportant	Neither important nor unimportant	N<5	N<5	1	2%	18	4%	N<5	N<5	2	5%	21	4%	1	3%	2	2%	42	4%
1	teaching	obligations	you think each would be to your success.	Unimportant	N<5	N<5	0	0%	4	1%	N<5	N<5	0	0%	4	1%	0	0%	1	1%	16	1%
				Very unimportant	N<5	N<5	0	0%	1	0%	N<5	N<5	0	0%	1	0%	0	0%	0	0%	1	0%
				Very important	N<5	N<5	9	18%	112	25%	N<5	N<5	15	41%	185	35%	3	10%	30	22%	289	26%
	policy/practice >	peer reviews of	Peer reviews of teaching or	Important	N<5	N<5	32	66%	267	58%	N<5	N<5	13	37%	266	51%	21	76%	86	62%	606	54%
Q34A1	importance >	teaching or	research/creative work - Please rate how	Neither important nor unimportant	N<5	N<5	5	11%	56	12%	N<5	N<5	6	17%	54	10%	4	14%	15	11%	165	15%
2	climate/culture	research	important or unimportant you think each	Unimportant	N<5	N<5	1	2%	17	4%	N<5	N<5	1	3%	17	3%	0	0%	6	4%	44	4%
			would be to your success.	Very unimportant	N<5	N<5	1	2%	3	1%	N<5	N<5	1	3%	4	1%	0	0%	1	1%	11	1%
				Very important	N<5	N<5	17	35%	175	39%	N<5	N<5	13	38%	162	32%	6	21%	39	29%	307	28%
	nolicy/practice >		Childcare - Please rate how important or	Important	N<5	N<5	19	39%	125	28%	N<5	N<5	8	23%	108	21%	12	47%	42	31%	319	29%
Q34A1	policy/practice > importance >	childcare	unimportant you think each would be to	Neither important nor unimportant	N<5	N<5	7	15%	88	19%	N<5	N<5	8	24%	134	26%	7	25%	32	24%	247	23%
3	work/home	5dodio	your success.	Unimportant	N<5	N<5	1	2%	33	7%	N<5	N<5	1	3%	39	8%	2	7%	11	8%	102	9%
			•	Very unimportant	N<5	N<5	4	9%	32	7%	N<5	N<5	4	10%	70	14%	0	0%	10	8%	112	10%
				Very important	N<5	N<5	2	6%	85	19%	NI.E	N<5	3	10%	131	25%	2	7%		6%	189	17%
	policy/proctice	financial	Financial assistance with housing - Please	Important	N<5	N<5	14	28%	106	23%	N<5	N<5	13	38%	144	28%	11	40%	21	16%	247	22%
Q34A1	policy/practice > importance >	assistance with	rate how important or unimportant you	Neither important nor unimportant	N<5	N<5	17	36%	136	30%	N<5	N<5	12	34%	161	31%	8	31%	60	44%	374	34%
4	compensation	housing	think each would be to your success.	Unimportant	N<5	N<5	8	17%	81	18%	N<5	N<5	3	8%	43	8%	4	14%	28	21%	156	14%
	2			Very unimportant	N<5	N<5	6	13%	45	10%	N<5	N<5	4	10%	40	8%	2	8%	26 18	13%	134	12%
				· · · · · · · · · · · · · · · · · · ·	N<5			31%	167	37%	N<5	N<5		39%	176	34%	5	16%	37	27%	312	29%
	nalia./practia-		Stop-the-clock for parental or other family	Very important		N<5	15						13									
Q34A1	policy/practice >	ston-the-clock	reasons - Please rate how important or	Important Noither important per unimportant	N<5	N<5	20	42%	167	37%	N<5	N<5	16	49%	169	33%	19	68%	55 36	41%	398	37%
5	importance > work/home	stop-the-clock	unimportant you think each would be to	Neither important nor unimportant	N<5	N<5	6	13%	86	19%	N<5	N<5	4	12%	129	25%	4	16%	26	20%	236	22%
	#OHOTOTIO		your success.	Unimportant	N<5	N<5	3 4	5%	19	4%	N<5	N<5	0	0%	21	4%	0	0%	11	8% 5%	68 70	6%
				Very unimportant	N<5	N<5	4	9%	14	3%	N<5	N<5	0	0%	19	4%	0	0%	6	5%	70	6%

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

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item	theme	name	description	response scale	Count	%	Count	a peers	All compa Count	mables %	Your insti	tution F	All selected Count	%	All compa Count	arables %	Your ins	%	Count	% peers	Count	arabies %
nem	uienie	name	description	Very important	N<5	N<5	27	56%	150	33%	N<5	N<5	9	25%	166	32%	5	18%	52	38%	337	31%
	policy/practice >		Spousal/partner hiring program - Please	Important	N<5	N<5	13	27%	119	26%	N<5	N<5	13	36%	131	26%	13	47%	43	31%	359	33%
Q34A1	importance >	spousal/partner	rate how important or unimportant you	Neither important nor unimportant	N<5	N<5	2	4%	110	24%	N<5	N<5	9	25%	141	27%	8	31%	23	17%	207	19%
6	work/home	hiring program	think each would be to your success.	Unimportant	N<5	N<5	4	8%	47	10%	N<5	N<5	4	11%	41	8%	1	4%	10	7%	92	8%
				Very unimportant	N<5	N<5	2	5%	27	6%	N<5	N<5	1	2%	35	7%	0	0%	9	7%	98	9%
				Very important	N<5	N<5	N/A	N/A	10	6%	N<5	N<5	N/A	N/A	22	11%	1	4%	N/A	N/A	29	8%
	policy/practice >		Elder care - Please rate how important or	Important	N<5	N<5	N/A	N/A	33	19%	N<5	N<5	N/A	N/A	51	26%	12	46%	N/A	N/A	71	19%
Q34A1	importance >	elder care	unimportant you think each would be to	Neither important nor unimportant	N<5	N<5	N/A	N/A	75	43%	N<5	N<5	N/A	N/A	77	39%	10	40%	N/A	N/A	158	42%
,	work/home		your success.	Unimportant	N<5	N<5	N/A	N/A	37	21%	N<5	N<5	N/A	N/A	28	14%	2	8%	N/A	N/A	77	21%
				Very unimportant	N<5	N<5	N/A	N/A	19	11%	N<5	N<5	N/A	N/A	19	10%	1	3%	N/A	N/A	39	10%
				Very important	N<5	N<5	N/A	N/A	54	30%	N<5	N<5	N/A	N/A	75	37%	4	14%	N/A	N/A	123	33%
Q34A1	policy/practice >		Tuition waivers for dependent or spouse -	Important	N<5	N<5	N/A	N/A	57	32%	N<5	N<5	N/A	N/A	67	33%	17	62%	N/A	N/A	127	34%
Q34A1	importance >	tuition waivers	Please rate how important or unimportant	Neither important nor unimportant	N<5	N<5	N/A	N/A	39	22%	N<5	N<5	N/A	N/A	31	15%	5	20%	N/A	N/A	85	22%
o	compensation		you think each would be to your success.	Unimportant	N<5	N<5	N/A	N/A	16	9%	N<5	N<5	N/A	N/A	14	7%	0	0%	N/A	N/A	24	6%
				Very unimportant	N<5	N<5	N/A	N/A	10	6%	N<5	N<5	N/A	N/A	16	8%	1	4%	N/A	N/A	18	5%
			Na different alcustore for a constant of a state of foreity.	Very important	N<5	N<5	N/A	N/A	31	18%	N<5	N<5	N/A	N/A	41	21%	4	13%	N/A	N/A	84	23%
Q34A1	policy/practice >		Modified duties for parental or other family reasons - Please rate how important or	Important	N<5	N<5	N/A	N/A	77	44%	N<5	N<5	N/A	N/A	83	42%	17	65%	N/A	N/A	150	40%
9	importance >	modified duties	unimportant you think each would be to	Neither important nor unimportant	N<5	N<5	N/A	N/A	51	29%	N<5	N<5	N/A	N/A	52	26%	6	22%	N/A	N/A	105	28%
Ü	work/home		your success.	Unimportant	N<5	N<5	N/A	N/A	8	4%	N<5	N<5	N/A	N/A	13	7%	0	0%	N/A	N/A	20	59
			·	Very unimportant	N<5	N<5	N/A	N/A	8	5%	N<5	N<5	N/A	N/A	9	5%	0	0%	N/A	N/A	13	3%
				Very important	N<5	N<5	N/A	N/A	7	4%	N<5	N<5	N/A	N/A	14	7%	1	3%	N/A	N/A	15	4%
Q34A2	policy/practice >	part-time tenure-	Part-time tenure-track position - Please	Important	N<5	N<5	N/A	N/A	17	10%	N<5	N<5	N/A	N/A	30	16%	6	23%	N/A	N/A	51	14%
0	importance >	track position	rate now important or unimportant you	Neither important nor unimportant	N<5	N<5	N/A	N/A	84	50%	N<5	N<5	N/A	N/A	98	51%	14	54%	N/A	N/A	170	489
	work/home		think each would be to your success.	Unimportant	N<5	N<5	N/A	N/A	38	23%	N<5	N<5	N/A	N/A	28	14%	4	13%	N/A	N/A	70	20%
				Very unimportant	N<5	N<5	N/A	N/A	22	13%	N<5	N<5	N/A	N/A	24	12%	2	7%	N/A	N/A	49	149
				Very effective	N<5	N<5	1	4%	29	8%	N<5	N<5	1	4%	35	8%	1	5%	3	3%	62	79
	policy/practice >		Formal mentoring program for junior	Effective	N<5	N<5	14	37%	100	27%	N<5	N<5	10	37%	141	33%	5	27%	38	32%	234	27%
Q34B1	effectiveness >	formal mentoring	g faculty - How effective or ineffective for you		N<5	N<5	9	25%	101	27%	N<5	N<5	6	21%	79	19%	7	32%	46	39%	258	30%
	climate/culture		have been the following at your institution?		N<5	N<5	8	21%	79	21%	N<5	N<5	5	19%	102	24%	6	27%	19	16%	163	19%
				Very ineffective	N<5	N<5	5	13%	61	17%	N<5	N<5	5	19%	66	16%	2	9%	12	10%	133	16%
				Very effective	N<5	N<5	6	13%	70	17%	N<5	N<5	4	12%	71	15%	4	14%	14	10%	157	169
00.400	policy/practice >	informal	Informal mentoring - How effective or	Effective	N<5	N<5	19	42%	181	44%	N<5	N<5	15	44%	216	45%	11	43%	64	49%	400	39%
Q34B2	effectiveness > climate/culture	mentoring	ineffective for you have been the following at your institution?	Neither effective nor ineffective	N<5	N<5	12	27%	93	22%	N<5	N<5	7	21%	92	19%	6	22%	30	23%	271	279
	Ciiriale/Culture		at your institution?	Ineffective	N<5	N<5	3	6%	47	11%	N<5	N<5	4	13%	65	13%	5	21%	13	10%	109	119
				Very ineffective	N<5	N<5	5	11%	26	6%	N<5	N<5	4	11%	40	8%	0	0%	9	7%	77	89
			Periodic, formal performance reviews for	Very effective	N<5	N<5	8	18%	54	13%	N<5	N<5	7	19%	80	16%	1	3%	26	20%	141	14%
Q34B3	policy/practice > effectiveness >	periodic, formal performance	junior faculty - How effective or ineffective	Effective	N<5	N<5	21 9	46%	189	45%	N<5	N<5	15	39% 21%	225	45%	11	41%	61	47%	464	449
Q34D3	tenure	reviews	for you have been the following at your	Neither effective nor ineffective Ineffective	N<5 N<5	N<5 N<5	3	20% 6%	88 59	21% 14%	N<5 N<5	N<5	8 3	8%	88 64	18% 13%	6 7	21% 27%	27 12	20% 9%	218 153	219 159
	tonuic	icvicws	institution?			N<5	3	9%	32	8%		N<5 N<5	5 5		38	8%	2		5	9% 4%	68	79
				Very ineffective Very effective	N<5 N<5	N<5	6	15%	45	11%	N<5 N<5	N<5	7	13%	75	16%		8% 4%	24	19%	113	119
	nolicularactica -	uritton oursess	Written summary of periodic performance	Effective	N<5	N<5	21	50%	157	40%	N<5	N<5	14	40%	212	44%	8	38%	51	40%	426	43%
O34B4	policy/practice > effectiveness >	written summary of performance	reviews for junior faculty - How effective or	Neither effective nor ineffective	N<5	N<5	21 8	18%	100	25%	N<5	N<5	14	3%	90	19%	8	37%	36	29%	251	25%
QUADA	tenure	reviews	ineffective for you have been the following	Ineffective	N<5	N<5	3	7%	59	15%	N<5	N<5	9	24%	63	13%	1	7%	9	7%	133	139
			at your institution?	Very ineffective	N<5	N<5	4	10%	32	8%	N<5	N<5	5	14%	43	9%	3	14%	7	5%	74	79
				Very effective	N<5	N<5	0	0%	20	5%	N<5	N<5	1	5%	27	7%	0	0%	11	9%	61	69
	policy/practice >	professional	Professional assistance in obtaining	Effective	N<5	N<5	9	22%	88	24%	N<5	N<5	6	24%	67	16%	8	32%	39	31%	244	25%
O34B5	policy/practice > effectiveness >	assistance in	externally funded grants - How effective or	Neither effective nor ineffective	N<5	N<5	8	21%	108	29%	N<5	N<5	11	46%	139	34%	8	30%	35	28%	276	289
Q0 .D0	research	obtaining grants	ineffective for you have been the following	Ineffective	N<5	N<5	13	34%	81	22%	N<5	N<5	2	8%	91	22%	6	23%	24	19%	208	219
		33	at your institution?	Very ineffective	N<5	N<5	9	24%	73	20%	N<5	N<5	4	17%	85	21%	4	15%	17	14%	180	199
				Very effective	N<5	N<5	5	14%	33	9%	N<5	N<5	1	3%	33	8%	2	6%	13	10%	102	119
	policy/practice >	professional	Professional assistance for improving	Effective	N<5	N<5	12	33%	137	38%	N<5	N<5	15	51%	152	36%	15	54%	60	47%	359	389
Q34B6		assistance for	teaching - How effective or ineffective for	Neither effective nor ineffective	N<5	N<5	11	30%	131	37%	N<5	N<5	10	33%	153	36%	10	35%	39	30%	312	339
	teaching	improving	you have been the following at your	Ineffective	N<5	N<5	7	19%	42	12%	N<5	N<5	0	0%	51	12%	1	5%	11	9%	120	139
	Č	teaching	institution?	Very ineffective	N<5	N<5	1	3%	15	4%	N<5	N<5	4	13%	35	8%	0	0%	6	5%	57	69
				Very effective	N<5	N<5	2	6%	29	8%	N<5	N<5	9	26%	78	15%	1	3%	8	7%	136	149
	policy/practice >		Travel funds to present papers or conduct	Effective	N<5	N<5	9	26%	103	29%	N<5	N<5	12	34%	161	31%	9	33%	40	33%	334	349
Q34B7		travel funds	research - How effective or ineffective for	Neither effective nor ineffective	N<5	N<5	10	28%	101	29%	N<5	N<5	1	3%	65	13%	9	34%	34	28%	230	249
	research		you have been the following at your	Ineffective	N<5	N<5	10	30%	74	21%	N<5	N<5	5	13%	107	21%	3	11%	22	18%	162	179
			institution?	Very ineffective	N<5	N<5	4	11%	44	12%	N<5	N<5	9	24%	102	20%	5	19%	18	14%	107	119
				Very effective	N<5	N<5	4	22%	24	11%	N<5	N<5	5	18%	68	19%	0	0%	2	3%	61	109
	policy/practice >		Paid or unpaid research leave during the	Effective	N<5	N<5	2	10%	49	22%	N<5	N<5	9	33%	84	24%	4	28%	17	24%	134	239
Q34B8	effectiveness >	paid/unpaid	pre-tenure period - How effective or	Neither effective nor ineffective	N<5	N<5	5	29%	93	42%	N<5	N<5	3	11%	68	19%	7	58%	30	42%	210	359
	research	research leave	ineffective for you have been the following at your institution?	Ineffective	N<5	N<5	3	16%	27	12%	N<5	N<5	4	15%	49	14%	2	14%	15	21%	88	159
			at your monunum:	Very ineffective	N<5	N<5	4	24%	28	13%	N<5	N<5	6	23%	86	24%	0		7	10%	100	179
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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

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item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			5.1	Very effective	N<5	N<5	1	6%	19	9%	N<5	N<5	1	6%	32	12%	1	6%	2	3%	49	9
	policy/practice >	paid/unpaid	Paid or unpaid personal leave during the pre-tenure period - How effective or	Effective	N<5	N<5	7	48%	53	26%	N<5	N<5	4	23%	55	21%	6		14	23%	106	20
Q34B9		personal leave		Neither effective nor ineffective	N<5	N<5	5	39%	105	51%	N<5	N<5	7	38%	108	42%	8	53%	37	63%	263	51
	work/home	porcoriarioaro	at your institution?	Ineffective	N<5	N<5	1	7%	17	8%	N<5	N<5	3	17%	29	11%	0	0%	4	7%	45	9
				Very ineffective	N<5	N<5	0	0%	12	6%	N<5	N<5	3	17%	36	14%	0	0%	2	3%	55	11
			An upper limit on committee assignments	Very effective	N<5	N<5	2	6%	32	10%	N<5	N<5	1	3%	28	8%	4	,.	17	14%	116	13
Q34B1	policy/practice >	upper limit on	for tenure-track faculty - How effective or	Effective	N<5	N<5	13	39%	106	34%	N<5	N<5	7	25%	68	19%	11	48%	58	47%	317	37
0	effectiveness > tenure	committee	ineffective for you have been the following	Neither effective nor ineffective	N<5	N<5	9	27%	85	27%	N<5	N<5	6	25%	97	27%	6		32	26%	238	27
	tenure	assignments	at your institution?	Ineffective	N<5	N<5	1	3%	52	16%	N<5	N<5	6	24%	73	20%	2		12	10%	111	13
				Very ineffective	N<5	N<5	8	25%	39	13%	N<5	N<5	6	22%	92	26%	0		3	3%	86	10
			A	Very effective	N<5	N<5 N<5	15	19% 39%	68 149	18% 38%	N<5 N<5	N<5	5 10	15% 30%	65 131	14% 29%	3 13	,.	16 66	12% 52%	209 424	20 41
Q34B1	policy/practice > effectiveness >	upper limit on teaching	An upper limit on teaching obligations - How effective or ineffective for you have	Effective Neither effective nor ineffective	N<5 N<5	N<5	5	12%	78	20%	N<5	N<5 N<5	3	30% 9%	95	29%	6		25	19%	173	17
1	teaching	obligations	been the following at your institution?	Ineffective	N<5	N<5	5	14%	53	14%	N<5	N<5	8	24%	95 95	21%	1	4%	25 17	13%	122	12
	todomig	obligations	been are renewing at your mountaion.	Very ineffective	N<5	N<5	6	16%	40	10%	N<5	N<5	7	24%	72	16%	0		5	4%	95	12
				Very effective	N<5	N<5	1	4%	23	6%	N<5	N<5	0	0%	37	8%	1	4%	4	4%	65	7
	policy/practice >	peer reviews of	Peer reviews of teaching or	Effective	N<5	N<5	8	22%	117	33%	N<5	N<5	13	40%	148	33%	11		36	33%	287	33
Q34B1	effectiveness >	teaching or	research/creative work - How effective or	Neither effective nor ineffective	N<5	N<5	11	29%	113	31%	N<5	N<5	8	24%	124	28%	8	34%	45	41%	293	34
2	climate/culture	research	ineffective for you have been the following	Ineffective	N<5	N<5	12	31%	80	22%	N<5	N<5	5	17%	72	16%	2		15	14%	140	16
			at your institution?	Very ineffective	N<5	N<5	5	14%	26	7%	N<5	N<5	6	19%	61	14%	2	10%	10	9%	84	10
				Very effective	N<5	N<5	0	0%	12	5%	N<5	N<5	0	0%	4	2%	1	9%	0	0%	26	
	policy/practice >		Childcare - How effective or ineffective for	Effective	N<5	N<5	4	18%	30	13%	N<5	N<5	0	0%	22	12%	4	37%	10	19%	70	15
Q34B1	effectiveness >	childcare	you have been the following at your	Neither effective nor ineffective	N<5	N<5	3	15%	73	31%	N<5	N<5	2	14%	65	34%	5		21	40%	189	39
3	work/home		institution?	Ineffective	N<5	N<5	6	27%	44	19%	N<5	N<5	3	21%	34	18%	1	7%	10	19%	86	18
				Very ineffective	N<5	N<5	9	40%	72	31%	N<5	N<5	8	65%	66	35%	1	7%	12	22%	112	23
				Very effective	N<5	N<5	0	0%	5	3%	N<5	N<5	0	0%	15	7%	0		0	0%	13	3
	policy/practice >	financial	Financial assistance with housing - How	Effective	N<5	N<5	0	0%	23	14%	N<5	N<5	0	0%	21	10%	1	12%	0	0%	33	8
Q34B1	effectiveness >	assistance with	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	2	25%	58	35%	N<5	N<5	3	31%	60	29%	4	52%	28	75%	173	42
4	compensation	housing	the following at your institution?	Ineffective	N<5	N<5	1	14%	25	15%	N<5	N<5	2	19%	27	13%	3	35%	6	15%	76	18
				Very ineffective	N<5	N<5	4	61%	54	33%	N<5	N<5	5	50%	84	40%	0	0%	3	9%	115	28
				Very effective	N<5	N<5	6	25%	32	14%	N<5	N<5	5	38%	39	21%	3	17%	5	7%	63	14
O24D4	policy/practice >		Stop-the-clock for parental or other family	Effective	N<5	N<5	13	57%	84	37%	N<5	N<5	4	30%	51	28%	9	64%	33	51%	148	32
Q34B1 5	effectiveness >	stop-the-clock	reasons - How effective or ineffective for you have been the following at your	Neither effective nor ineffective	N<5	N<5	2	9%	73	32%	N<5	N<5	1	8%	60	32%	2	12%	24	37%	186	40
J	work/home		institution?	Ineffective	N<5	N<5	1	4%	20	9%	N<5	N<5	0	0%	13	7%	1	7%	2	3%	27	(
				Very ineffective	N<5	N<5	1	5%	17	7%	N<5	N<5	3	25%	22	12%	0	0%	1	2%	37	8
				Very effective	N<5	N<5	4	9%	25	10%	N<5	N<5	5	21%	24	10%	1	8%	6	7%	32	6
Q34B1	policy/practice >	spousal/partner	Spousal/partner hiring program - How	Effective	N<5	N<5	12	32%	60	24%	N<5	N<5	4	19%	39	16%	3	3 25%	26	31%	116	2
6	effectiveness >	hiring program	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	10	26%	67	27%	N<5	N<5	4	20%	63	26%	4	32%	24	29%	165	3
	work/home	9 F9	the following at your institution?	Ineffective	N<5	N<5	7	18%	50	20%	N<5	N<5	2	8%	41	17%	4	34%	15	18%	104	19
				Very ineffective	N<5	N<5	5	15%	51	20%	N<5	N<5	7	32%	72	30%	0		13	15%	122	23
				Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%	0		N/A	N/A	1	
Q34B1	policy/practice >		Elder care - How effective or ineffective for		N<5	N<5	N/A	N/A	1	4%	N<5	N<5	N/A	N/A	2	8%	1	12%	N/A	N/A	6	9
7	effectiveness >	elder care	you have been the following at your	Neither effective nor ineffective	N<5	N<5	N/A	N/A	16	67%	N<5	N<5	N/A	N/A	20	70%	6		N/A	N/A	56	8
	work/home		institution?	Ineffective	N<5	N<5	N/A	N/A	3	13%	N<5	N<5	N/A	N/A	4	12%	0		N/A	N/A	3	4
				Very ineffective	N<5	N<5	N/A	N/A	4	16%	N<5	N<5	N/A	N/A	2	7%	0		N/A	N/A	4	
				Very effective	N<5	N<5	N/A	N/A	4	6%	N<5	N<5	N/A	N/A	6	7%	0		N/A	N/A	16	9
Q34B1	policy/practice >	4141	Tuition waivers - How effective or	Effective	N<5	N<5	N/A	N/A	21	31%	N<5	N<5	N/A	N/A	22	24%	1	14%	N/A	N/A	57	32
8	effectiveness > compensation	tuition waivers	ineffective for you have been the following at your institution?	Neither effective nor ineffective	N<5	N<5	N/A	N/A	17	24%	N<5	N<5	N/A	N/A	18	20%	2		N/A	N/A	43	2
	compensation		at your motitution:	Ineffective	N<5	N<5	N/A	N/A	9	14%	N<5	N<5	N/A	N/A	19	21%	2		N/A	N/A N/A	28	10
				Very effective	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	18	25% 5%	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	26 4	28% 7%		2 31% 12%	N/A N/A	N/A	32 10	18
		modified duties	Modified duties for parental or other family	Very effective Effective			N/A	N/A	10	19%	N<5		N/A	N/A	9	17%	2		N/A	N/A	44	32
Q34B1	policy/practice >	for parental or	reasons - How effective or ineffective for	Neither effective nor ineffective	N<5 N<5	N<5 N<5	N/A	N/A	22	40%	N<5	N<5 N<5	N/A	N/A	23	41%	2		N/A	N/A	55	4
9	effectiveness > work/home	other family	you have been the following at your	Ineffective	N<5	N<5	N/A	N/A	8	14%	N<5	N<5	N/A	N/A	9	16%	2		N/A	N/A	12	-
		reasons	institution?	Very ineffective	N<5	N<5	N/A	N/A	12	22%	N<5	N<5	N/A	N/A	10	18%	0		N/A	N/A	15	1
				Very effective	N<5	N<5	N/A	N/A	n 12	0%	N<5	N<5	N/A	N/A	2	6%	0	0 0%	N/A	N/A	13	
	policy/practice :		Part-time tenure-track position How	Effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	4	12%	0		N/A	N/A	11	1
Q34B2	policy/practice > effectiveness >	part-time tenure	Part-time tenure-track position - How effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	N/A	N/A	16	60%	N<5	N<5	N/A	N/A	19	55%	4		N/A	N/A		6
0	work/home	track position	the following at your institution?	Ineffective	N<5	N<5	N/A	N/A	6	23%	N<5	N<5	N/A	N/A	3	9%	0		N/A	N/A	5	
			• • • • • • • • • • • • • • • • • • • •	Very ineffective	N<5	N<5	N/A	N/A	4	17%	N<5	N<5	N/A	N/A	6	17%	1		N/A	N/A	3	
			My institution does what it can to make	Strongly agree	N<5	N<5	3	9%	28	8%	N<5	N<5	3	11%	27	9%	4		13	15%	79	1
		institution makes		Somewhat agree	N<5	N<5	12	32%	121	35%	N<5	N<5	6	23%	81	26%	10		25	28%	205	2
Q35A	policy/practice >	having children	compatible - Please indicate your level of	Neither agree nor disagree	N<5	N<5	11	28%	77	22%	N<5	N<5	4	15%	80	26%	3		22	24%	181	2
	work/home	and tenure-track	agreement or disagreement with the	Somewhat disagree	N<5	N<5	6	17%	77	22%	N<5	N<5	7	28%	66	21%	3		19	21%	137	1
		compatible	following statements:	Strongly disagree	N<5	N<5	5	14%	48	14%	N<5	N<5	6	23%	57	18%	0		11	12%	118	16
			-	on only ulbugiou	1470	1400	<u> </u>	1770	40	1-7-70	11440	14/0	- 0	20/0	31	1070	U	0 /0	- 11	12/0	110	_

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

		y Job Satistacti	on Survey			DIOI C	GICAL	COLE	ICEC		VIIC		CADEMI				EN	CI / CC	MD CCI	/ B/ A T	H/STAT	
Surve	y Administratio	in 2008-09			Your inst				All compa	rahles	Your instit		& PERFO All selected	1	All compa		Your ins		All selecte			
item	theme	name	description	response scale	Count	%	Count	u peers	Count	%	Count	%	Count	%	Count	% %	Count	%	Count	%	Count	% %
			My institution does what it can to make	Strongly agree	N<5	N<5	1	3%	24	7%	N<5	N<5	3	11%	20	6%	3	15%	12	12%	60	8%
		institution makes	raising children and the tenure-track	Somewhat agree	N<5	N<5	12	33%	99	27%	N<5	N<5	6	23%	77	24%	9	44%	27	29%	176	24%
Q35B	policy/practice >	raising children	compatible - Please indicate your level of	Neither agree nor disagree	N<5	N<5	9	25%	100	27%	N<5	N<5	6	22%	77	24%	5	24%	23	24%	215	29%
	work/home	and tenure-track compatible	agreement or disagreement with the	Somewhat disagree	N<5	N<5	8	22%	90	25%	N<5	N<5	6	23%	89	28%	2	12%	21	22%	160	22%
		compatible	following statements:	Strongly disagree	N<5	N<5	6	17%	52	14%	N<5	N<5	6	22%	60	19%	1	5%	12	13%	130	18%
			My departmental colleagues do what they	Strongly agree	N<5	N<5	8	20%	85	23%	N<5	N<5	7	25%	91	27%	6	28%	18	19%	148	20%
	policy/practice >	colleagues make	can to make having children and the	Somewhat agree	N<5	N<5	15	38%	117	32%	N<5	N<5	9	33%	99	29%	7	32%	38	40%	247	33%
Q35C	policy/practice > work/home	having children and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	N<5	N<5	10	24%	87	24%	N<5	N<5	6	20%	80	24%	6	28%	25	26%	185	25%
	WONGTIONIC	compatible	your level of agreement or disagreement	Somewhat disagree	N<5	N<5	6	16%	53	15%	N<5	N<5	2	8%	38	11%	2	12%	7	8%	84	11%
			with the following statements:	Strongly disagree	N<5	N<5	1	2%	24	6%	N<5	N<5	4	14%	33	10%	0	0%	7	7%	82	11%
			My departmental colleagues do what they	Strongly agree	N<5	N<5	8	20%	82	22%	N<5	N<5	7	25%	93	26%	6	28%	21	21%	156	209
	nolicy/practice >	colleagues make raising children	can to make raising children and the	Somewhat agree	N<5	N<5	13	32%	115	30%	N<5	N<5	9	33%	102	29%	9	43%	39	40%	251	329
Q35D	policy/practice > work/home	and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	N<5	N<5	10	24%	95	25%	N<5	N<5	6	20%	74	21%	5	24%	23	23%	198	25%
	WONGTIONIC	compatible	your level of agreement or disagreement	Somewhat disagree	N<5	N<5	9	21%	56	15%	N<5	N<5	2	8%	46	13%	1	5%	8	8%	97	129
			with the following statements:	Strongly disagree	N<5	N<5	2	4%	28	7%	N<5	N<5	4	14%	38	11%	0	0%	7	7%	77	10%
		aallaaausa ara	My collegation are respectful of my offerto	Strongly agree	N<5	N<5	N/A	N/A	68	31%	N<5	N<5	N/A	N/A	85	33%	8	37%	N/A	N/A	154	32%
	policy/practice >	colleagues are respectful of	My colleagues are respectful of my efforts to balance work and home responsibilities -	Somewhat agree	N<5	N<5	N/A	N/A	79	36%	N<5	N<5	N/A	N/A	73	29%	7	33%	N/A	N/A	153	329
Q35E	work/home		Please indicate your level of agreement	Neither agree nor disagree	N<5	N<5	N/A	N/A	40	18%	N<5	N<5	N/A	N/A	48	19%	5	22%	N/A	N/A	88	189
		work/home	with the following statements:	Somewhat disagree	N<5	N<5	N/A	N/A	20	9%	N<5	N<5	N/A	N/A	27	11%	2	8%	N/A	N/A	47	109
			<u>-</u>	Strongly disagree	N<5	N<5	N/A	N/A	11	5%	N<5	N<5	N/A	N/A	21	8%	0	0%	N/A	N/A	34	79
				Very satisfied	N<5	N<5	3	6%	52	11%	N<5	N<5	1	3%	30	6%	3	12%	17	13%	180	169
	policy/practice >		How satisfied or dissatisfied are you with	Satisfied	N<5	N<5	22	45%	195	43%	N<5	N<5	15	43%	167	32%	10	39%	70	51%	458	429
Q36	compensation	compensation	your compensation (that is, your salary and		N<5	N<5	7	15%	61	13%	N<5	N<5	4	12%	69	13%	7	27%	26	19%	163	15%
	·		benefits)?	Dissatisfied	N<5	N<5	10	21%	99	22%	N<5	N<5	12	35%	174	33%	4	14%	18	13%	197	189
				Very dissatisfied	N<5	N<5	6	13%	50	11%	N<5	N<5	3	8%	81	16%	2	7%	6	4%	101	9%
		ability to balance		Very satisfied	N<5	N<5	2	4%	30	7%	N<5	N<5	1	2%	15	3%	0	0%	7	5%	75	79
007	policy/practice >	between	How satisfied or dissatisfied are you with	Satisfied	N<5	N<5	14	30%	130	29%	N<5	N<5	6	17%	122	23%	9	33%	44	32%	352	32%
Q37	work/home	professional and	the balance between professional time and		N<5	N<5	10	21%	84	19%	N<5	N<5	12	35%	93	18%	9	33%	30	22%	210	19%
		personal time	personal or family time?	Dissatisfied	N<5	N<5	15	33%	154	34%	N<5	N<5	8	23%	184	35%	6	23%	31	23%	310	28%
				Very dissatisfied	N<5	N<5	6	12%	54	12%	N<5	N<5	8	23%	109	21%	3	11%	26	19%	164	15%
		fairness of	The fairness with which your immediate	Very satisfied	N<5	N<5	20	43%	132	32%	N<5	N<5	18	49%	238	48%	6	26%	43	34%	380	379
Q38A	climate, culture,	immediate	supervisor evaluates your work - Please indicate your level of satisfaction or	Satisfied	N<5	N<5	20	42%	187	46%	N<5	N<5	10	26%	152	30%	10	46%	60	47%	383	38%
QSOA	collegiality	supervisor's	dissatisfaction with the following aspects of	Neither satisfied nor dissatisfied	N<5	N<5	2	4% 9%	46 28	11% 7%	N<5	N<5	1 4	3%	44 39	9%	3	11%	15 5	12% 4%	111	119
		evaluations	your workplace:		N<5	N<5	4	2%	26 18	4%	N<5	N<5	4	10% 12%	39 27	8% 5%	0	17% 0%	4	3%	80 61	8% 6%
			<u> </u>	Very dissatisfied	N<5	N<5	9			23%	N<5	N<5				26%	- 0	14%				21%
		interest tenured	The interest tenured faculty take in your professional development - Please indicate	Very satisfied	N<5 N<5	N<5 N<5	15	20% 33%	102 162	36%	N<5 N<5	N<5 N<5	10 11	28% 31%	134 166	32%	9	36%	28 47	20% 35%	228 372	34%
Q38B	climate, culture,	faculty take in	your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	N<5	N<5	11	25%	90	20%	N<5	N<5	5	15%	89	17%	4	14%	24	18%	213	20%
QJOD	collegiality	your professional	with the following aspects of your	Dissatisfied	N<5	N<5	4	25% 9%	60	13%	N<5	N<5	4	10%	78	15%	7	28%	23	17%	165	15%
		development	workplace:	Very dissatisfied	N<5	N<5	6	13%	38	9%	N<5	N<5	6	16%	53	10%	2	8%	13	10%	109	10%
			- 1	Very satisfied	N<5	N<5	8	17%	110	25%	N<5	N<5	11	32%	134	28%	4	15%	27	20%	247	23%
		annostrunitias to	Your opportunities to collaborate with	Satisfied	N<5	N<5	21	46%	165	38%	N<5	N<5	10	27%	140	29%	1/	52%	40	29%	305	289
Q38C	climate, culture,	opportunities to collaborate with	tenured faculty - Please indicate your level	Neither satisfied nor dissatisfied	N<5	N<5	6	12%	80	18%	N<5	N<5	5	13%	97	20%	4	15%	35	26%	230	219
Q000	collegiality	tenured faculty	of satisfaction or dissatisfaction with the	Dissatisfied	N<5	N<5	6	12%	50	11%	N<5	N<5	6	18%	75	15%	2	7%	25	18%	196	189
		,	following aspects of your workplace:	Very dissatisfied	N<5	N<5	6	13%	34	8%	N<5	N<5	4	11%	41	8%	3	12%	9	7%	109	10%
				Very satisfied	N<5	N<5	N/A	N/A	24	14%	N<5	N<5	N/A	N/A	55	27%	4	15%	N/A	N/A	68	199
		value faculty in	The value faculty in your department place	Satisfied	N<5	N<5	N/A	N/A	63	36%	N<5	N<5	N/A	N/A	66	33%	8	33%	N/A	N/A	130	36%
Q38D	climate, culture,		on your work - Please indicate your level of	Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	55	31%	N<5	N<5	N/A	N/A	31	15%	9	35%	N/A	N/A	89	25%
	collegiality	place on your	satisfaction or dissatisfaction with the	Dissatisfied	N<5	N<5	N/A	N/A	17	10%	N<5	N<5	N/A	N/A	28	14%	1	4%	N/A	N/A	46	139
		work	following aspects of your workplace:	Very dissatisfied	N<5	N<5	N/A	N/A	18	10%	N<5	N<5	N/A	N/A	22	11%	3	13%	N/A	N/A	28	89
		amount of	The amount of professional interaction you	Very satisfied	N<5	N<5	5	10%	98	22%	N<5	N<5	10	27%	145	28%	4	15%	27	20%	231	219
		amount of professional	The amount of professional interaction you have with tenuredcolleagues in your	Satisfied	N<5	N<5	21	45%	173	38%	N<5	N<5	10	30%	155	30%	13	52%	45	33%	347	329
Q39A	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	N<5	N<5	10	22%	84	19%	N<5	N<5	5	13%	99	19%	4	15%	23	17%	214	209
	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	N<5	N<5	6	13%	58	13%	N<5	N<5	6	17%	79	15%	3	10%	30	22%	202	189
		colleagues	following aspects of your workplace:	Very dissatisfied	N<5	N<5	5	11%	40	9%	N<5	N<5	5	14%	37	7%	2	8%	12	9%	99	99
		amount of	The amount of personal interaction you	Very satisfied	N<5	N<5	9	18%	112	25%	N<5	N<5	11	31%	159	31%	2	7%	26	19%	225	219
	p	personal	have with tenured colleagues in your	Satisfied	N<5	N<5	19	41%	166	37%	N<5	N<5	13	37%	183	36%	9	34%	45	33%	383	369
Q39B	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	N<5	N<5	10	20%	101	22%	N<5	N<5	6	16%	82	16%	8	30%	43	32%	283	269
	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	N<5	N<5	5	11%	47	10%	N<5	N<5	2	5%	53	10%	4	15%	17	13%	126	129
		colleagues	following aspects of your workplace:	Very dissatisfied	N<5	N<5	4	9%	26	6%	N<5	N<5	4	11%	36	7%	3	13%	5	4%	58	59
		amount of	The amount of professional interaction you		N<5	N<5	9	19%	139	31%	N<5	N<5	12	34%	147	29%	8	31%	31	23%	275	269
		professional	have with pre-tenure colleagues in your	Satisfied	N<5	N<5	26	56%	199	45%	N<5	N<5	13	36%	201	40%	14	55%	58	44%	418	399
Q39C	climate, culture,	interaction with		Neither satisfied nor dissatisfied	N<5	N<5	5	11%	62	14%	N<5	N<5	4	12%	92	18%	2	7%	30	23%	230	219
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	N<5	N<5	5	11%	33	7%	N<5	N<5	2	5%	46	9%	1	4%	10	8%	106	109
		colleagues	following aspects of your workplace:	Very dissatisfied	N<5	N<5	1	2%	12	3%	N<5	N<5	5	14%	18	4%	1	3%	3	2%	42	49
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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

		/ Job Satisfact	ion Survey			5161.6								CARE								
Surve	/ Administration	n 2008-09					GICAL						& PERFO						MP SCI			
item	theme	name	description	response scale	Your inst	%	All selecte	a peers	All compa Count	rables %	Your instit	tution %	All selected Count	% peers	All compa Count	www.	Your ins	titution %	All selecte Count	% peers	All compa	arabies %
поп	ulenie	amount of	The amount of personal interaction you	Very satisfied	N<5	N<5	16	34%	153	34%	N<5	N<5	15	44%	165	33%	6	23%	38	28%	299	28%
		personal	have with pre-tenure colleagues in your	Satisfied	N<5	N<5	21	45%	194	43%	N<5	N<5	14	39%	193	38%	13	51%	53	40%	399	37%
Q39D	climate, culture, collegiality	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	N<5	N<5	4	9%	59	13%	N<5	N<5	3	7%	91	18%	4	15%	32	24%	241	23%
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	N<5	N<5	4	9%	31	7%	N<5	N<5	1	3%	33	7%	3	11%	9	7%	98	9%
		colleagues	following aspects of your workplace:	Very dissatisfied	N<5	N<5	1	2%	10	2%	N<5	N<5	3	7%	19	4%	0	0%	2	1%	29	3%
			How well you fit (e.g., your sense of	Very satisfied	N<5	N<5	11	22%	130	29%	N<5	N<5	13	36%	204	39%	3	11%	36	26%	311	28%
	climate, culture,		belonging, your comfort level) in your	Satisfied	N<5	N<5	17	36%	168	37%	N<5	N<5	14	38%	173	33%	10	42%	56	41%	420	38%
Q40	collegiality	how well you fit	department - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	N<5	N<5	7	15%	69	15%	N<5	N<5	3	8%	62	12%	5	19%	23	17%	169	15%
			following aspects of your workplace:	Dissatisfied	N<5	N<5	7	15%	53	12% 8%	N<5	N<5	3	7% 11%	47	9% 7%	6	24% 3%	14 8	10% 6%	121 74	11%
				Very dissatisfied	N<5 N<5	N<5 N<5	5 6	11%	35 104	23%	N<5 N<5	N<5 N<5	9	25%	35 135	26%	3	11%	24	18%	219	7% 20%
		intellectual vitality	The intellectual vitality of the tenured	Very satisfied Satisfied	N<5	N<5	15	31%	149	33%	N<5	N<5	14	38%	154	30%	8	32%	48	36%	338	32%
Q41	climate, culture,	of tenured	y colleagues in your department - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	N<5	N<5	10	22%	89	20%	N<5	N<5	7	19%	82	16%	10	42%	35	27%	212	20%
٠	collegiality	colleagues	dissatisfaction with the following aspects of		N<5	N<5	10	22%	73	16%	N<5	N<5	3	7%	85	17%	3	11%	17	13%	184	17%
		-	your workplace:	Very dissatisfied	N<5	N<5	6	13%	41	9%	N<5	N<5	4	11%	61	12%	1	5%	8	6%	116	11%
				Very satisfied	N<5	N<5	N/A	N/A	55	31%	N<5	N<5	N/A	N/A	75	38%	5	19%	N/A	N/A	104	29%
	alimata aultura	intellectual vitality	Y The intellectual vitality of are tenure foculty	Satisfied	N<5	N<5	N/A	N/A	89	50%	N<5	N<5	N/A	N/A	76	39%	17	64%	N/A	N/A	165	46%
Q41A	climate, culture, collegiality	of pre-tenure	The intellectual vitality of pre-tenure faculty in your department	Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	25	14%	N<5	N<5	N/A	N/A	31	16%	4	17%	N/A	N/A	68	19%
	collegiality	colleagues	iii your department	Dissatisfied	N<5	N<5	N/A	N/A	6	3%	N<5	N<5	N/A	N/A	9	4%	0	0%	N/A	N/A	18	5%
				Very dissatisfied	N<5	N<5	N/A	N/A	1	1%	N<5	N<5	N/A	N/A	5	3%	0	0%	N/A	N/A	7	2%
				Very satisfied	N<5	N<5	N/A	N/A	24	14%	N<5	N<5	N/A	N/A	46	24%	3	13%	N/A	N/A	65	19%
	climate, culture,	participation in		Satisfied	N<5	N<5	N/A	N/A	59	36%	N<5	N<5	N/A	N/A	88	46%	12	53%	N/A	N/A	139	40%
Q41B	collegiality	governance of institution	to your rank, in the governance of your institution	Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	55	33%	N<5	N<5	N/A	N/A	32	17%	7	31%	N/A	N/A	98	28%
		institution	Institution	Dissatisfied	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	12 15	7% 9%	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	14 12	7% 6%	0	4% 0%	N/A N/A	N/A N/A	29 19	8% 5%
				Very dissatisfied Very satisfied	N<5	N<5	N/A	N/A	32	19%	N<5	N<5	N/A N/A	N/A	66	33%	3	12%	N/A	N/A	83	23%
		participation in	Opportunities for participation, appropriate	Satisfied	N<5	N<5	N/A	N/A	71	40%	N<5	N<5	N/A	N/A	75	38%	11	45%	N/A	N/A	171	47%
Q41C	climate, culture,	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	47	27%	N<5	N<5	N/A	N/A	31	15%	9	39%	N/A	N/A	65	18%
۷	collegiality	department	department	Dissatisfied	N<5	N<5	N/A	N/A	14	8%	N<5	N<5	N/A	N/A	16	8%	1	4%	N/A	N/A	26	7%
				Very dissatisfied	N<5	N<5	N/A	N/A	10	6%	N<5	N<5	N/A	N/A	13	7%	0	0%	N/A	N/A	19	5%
				Strongly agree	N<5	N<5	N/A	N/A	118	47%	N<5	N<5	N/A	N/A	124	43%	8	30%	N/A	N/A	226	41%
	alimata aultura	on the whole,	On the whole, my institution is collegial -	Somewhat agree	N<5	N<5	N/A	N/A	93	37%	N<5	N<5	N/A	N/A	105	37%	13	50%	N/A	N/A	193	35%
Q42	climate, culture, collegiality	institution is	Please indicate your level of agreement or disagreement with the following	Neither agree nor disagree	N<5	N<5	N/A	N/A	9	4%	N<5	N<5	N/A	N/A	14	5%	2	8%	N/A	N/A	48	9%
	conoglanty	collegial	statements.	Somewhat disagree	N<5	N<5	N/A	N/A	19	8%	N<5	N<5	N/A	N/A	24	8%	3	11%	N/A	N/A	58	10%
				Strongly disagree	N<5	N<5	N/A	N/A	10	4%	N<5	N<5	N/A	N/A	21	7%	0	0%	N/A	N/A	31	6%
				Very satisfied	N<5	N<5	11	23%	138	30%	N<5	N<5	10	28%	157	30%	7	25%	39	28%	315	29%
0.454	global	department as a	All things considered, how satisfied or	Satisfied	N<5	N<5	26	56%	218	48%	N<5	N<5	17	48%	222	42%	7	27%	63	46%	478	44%
Q45A	satisfaction	place to work	dissatisfied are you with your department as a place to work?	Neither satisfied nor dissatisfied Dissatisfied	N<5 N<5	N<5 N<5	2	4% 11%	39 39	9% 9%	N<5 N<5	N<5	3 4	8% 10%	58 57	11% 11%	6 5	24% 21%	20 13	14% 10%	144 104	13% 9%
			as a place to work:	Very dissatisfied	N<5 N<5	N<5	5 3	6%	39 20	9% 4%	N<5	N<5 N<5	2	6%	28	11% 5%	5	3%	13	2%	53	9% 5%
				Very satisfied	N<5	N<5	2	5%	62	14%	N<5	N<5	5	13%	97	19%	5	19%	27	20%	201	18%
			All things considered, how satisfied or	Satisfied	N<5	N<5	20	43%	223	49%	N<5	N<5	22	61%	239	46%	12	47%	68	50%	494	45%
Q45B	global	institution as a		Neither satisfied nor dissatisfied	N<5	N<5	13	28%	76	17%	N<5	N<5	4	11%	94	18%	8	31%	27	20%	219	20%
	satisfaction	place to work	a place to work?	Dissatisfied	N<5	N<5	7	15%	64	14%	N<5	N<5	4	12%	70	13%	1	3%	11	8%	125	11%
				Very dissatisfied	N<5	N<5	4	9%	29	6%	N<5	N<5	1	3%	22	4%	0	0%	3	2%	53	5%
				Chancellor	N<5	N<5	5	21%	28	10%	N<5	N<5	4	17%	33	8%	2	16%	14	17%	60	7%
				President	N<5	N<5	0	0%	58	20%	N<5	N<5	4	17%	75	18%	0	0%	14	16%	154	19%
Q46A	global		Who serves as the chief academic officer	Vice President for Academic Affairs	N<5	N<5	0	0%	22	8%	N<5	N<5	0	0%	25	6%	1	12%	3	4%	69	8%
∠ +0∧	satisfaction	officer	at your institution?	Academic Dean	N<5	N<5	4	20%	34	11%	N<5	N<5	4	19%	58	14%	1	7%	2	2%	35	4%
				Provost	N<5	N<5	13	59%	151	51%	N<5	N<5	11	47%	210	52%	8	64%	52	61%	491	60%
				Other	N<5	N<5	0	0%	3	1%	N<5	N<5	0	0%	5	1%	0	0%	0	0%	7	1%
			The person who serves as the chief	Strongly agree	N<5	N<5	0	0%	26	11%	N<5	N<5	5	24%	59	17%	2	24%	19	26%	104	16%
Q46B	global	CAO cares abou	academic officer at my institution seems to	Somewhat agree	N<5	N<5	2	15%	67	28% 30%	N<5	N<5	7 4	35%	103	30% 25%	4	52% 24%	19	26% 26%	190 196	28% 29%
W40B	satisfaction	quality of life for pre-tenure faculty	care about the quality of life for junior	Neither agree nor disagree	N<5 N<5	N<5 N<5	6 4	41% 29%	73 43	18%	N<5 N<5	N<5 N<5	4	20% 7%	86 55	16%	0	24% 0%	19 8	12%	196 104	29% 16%
		r.o tonaro idodity	faculty.	Somewhat disagree Strongly disagree	N<5 N<5	N<5	2	29% 15%	33	14%	N<5	N<5	3	7% 14%	36	11%	0	0%	8 7	10%	77	11%
				For the rest of my career	N<5	N<5	5	11%	66	16%	N<5	N<5	7	22%	87	19%	5	19%	16	13%	171	17%
	global	how long will	Assuming you achieve tenure, how long do		N<5	N<5	18	42%	206	49%	N<5	N<5	11	33%	210	46%	8	34%	56	47%	418	43%
Q47	satisfaction	remain at	you plan to remain at your institution?	For no more than 5 years after earning		N<5	9	21%	62	15%	N<5	N<5	6	17%	66	14%	0	0%	15	13%	108	11%
		institution	•	I haven't thought that far ahead	N<5	N<5	11	26%	87	21%	N<5	N<5	9	28%	98	21%	11	47%	33	28%	281	29%
				Prefer to work at another academic in		N<5	N/A	N/A	20	76%	N<5	N<5	N/A	N/A	17	74%	N<5	N<5		N/A	29	79%
0470	global		Why do you plan to remain at your	Prefer to work in private industry	N<5	N<5	N/A	N/A	1	5%	N<5	N<5	N/A	N/A	1	4%	N<5	N<5	N/A	N/A	0	0%
Q47B	satisfaction	remain no more		Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%
		than 5 years	earning tenure?																			





The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

Survey	Administration	on 2008-09				BIOL	OGICAL	SCIEN	ICES		VIS	SUAL	& PERFO	ORMIN	IG ARTS	;	ENG	I/CO	MP SCI	/ MATH	1/STAT	rs
					Your insti	tution	All selecte	d peers	All compa	rables	Your insti	tution	All selected	d peers	All compa	rables	Your insti	tution	All selecte	d peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Strongly agree	N<5	N<5	12	26%	165	38%	N<5	N<5	18	52%	230	46%	7	26%	56	43%	393	38%
	alah al	would again	If I amild do it areas I would a said about	Somewhat agree	N<5	N<5	20	44%	148	34%	N<5	N<5	11	33%	167	33%	10	38%	42	32%	364	35%
Q48	global	choose to work a	If I could do it over, I would again choose to to work at this institution.	Neither agree nor disagree	N<5	N<5	6	13%	44	10%	N<5	N<5	1	3%	47	9%	5	21%	18	14%	122	12%
	satisfaction thi	this institution	to to work at this institution.	Somewhat disagree	N<5	N<5	5	12%	52	12%	N<5	N<5	2	6%	39	8%	3	13%	10	8%	92	9%
				Strongly disagree	N<5	N<5	2	5%	25	6%	N<5	N<5	2	7%	23	5%	1	3%	4	3%	76	7%
		would	If a candidate for a tenure-track faculty	Strongly recommend dept	N<5	N<5	22	48%	211	48%	N<5	N<5	12	34%	204	40%	7	25%	73	56%	479	46%
Q49	global satisfaction	recommend department as a	position asked you about your department	Recommend with reservations	N<5	N<5	21	46%	198	45%	N<5	N<5	21	60%	268	53%	19	72%	52	40%	479	46%
		place to work	as a place to work, would you:	Not recommend dept	N<5	N<5	3	6%	34	8%	N<5	N<5	2	6%	33	6%	1	3%	5	4%	78	8%
				Great	N<5	N<5	3	7%	80	18%	N<5	N<5	6	16%	88	17%	6	22%	41	31%	205	19%
	alah al			Good	N<5	N<5	26	55%	226	50%	N<5	N<5	19	53%	270	52%	15	59%	61	46%	507	47%
Q50	global satisfaction	institution	How do you rate your institution as a place for junior faculty to work?	So-so	N<5	N<5	16	34%	106	24%	N<5	N<5	10	29%	121	23%	4	16%	28	21%	281	26%
	SaliSiaction	IIISIIIUIIOII	for jurior faculty to work?	Bad	N<5	N<5	1	2%	28	6%	N<5	N<5	1	2%	27	5%	0	0%	1	1%	48	4%
				Awful	N<5	N<5	1	2%	11	2%	N<5	N<5	0	0%	11	2%	1	3%	2	2%	32	3%



Tenure-Track Faculty Job Satisfaction Survey

ACADEMIC AREA

	y Administration		on ourvey		н	IEALTI	- / HUM	AN EC	OLOGY				NAT RE						BUSIN	NESS		
					Your ins	titution	All selecte	d peers			Your inst	itution	All selecte		All compa		Your ins	stitution			All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very clear Fairly clear	2	31% 41%	5 19	16% 66%	72 206	18% 51%	7 30	15% 64%	13 52	14% 56%	60 197	16% 51%	4	66% 34%	3 18	9% 55%	117 319	19% 51%
Q19	tenure practices	tenure process	I find the tenure process in my department	Neither clear nor unclear	2	28%	3	10%	42	10%	7	15%	9	9%	63	17%	0	0%	5	16%	76	12%
	overall		to be	Fairly unclear	0	0%	1	3%	63	15%	2	5%	13	14%	42	11%	0	0%	4	11%	81	13%
				Very unclear	0	0%	1	4%	25	6%	1	2%	6	6%	19	5%	0	0%	3	9%	32	5%
				Very clear	2	31%	4	13%	54	13%	4	8%	11	12%	54	14%	2	33%	3	10%	100	16%
	tenure practices		I find the tenure criteria (what things are	Fairly clear	3	41%	20	70%	206	50%	32	68%	47	51%	183	48%	3	50%	16	48%	312	50%
Q20	overall	tenure criteria	evaluated) in my department to be	Neither clear nor unclear	2	28%	3	10%	49	12%	5	10%	9	10%	66	17%	1	17%	8	24%	87	14%
			, , , , , , , , , , , , , , , , , , , ,	Fairly unclear	0	0%	1	3%	70	17%	5	11%	17	18%	56	15%	0	0%	3	10%	83	13%
				Very unclear	0	0%	1	4%	29	7%	1	2%	8	9%	24	6%	0	0%	3	9%	41	7%
			15 14	Very clear	0	0%	4	13%	40	10%	1	2%	6	6%	30	8%	3	50%	1	3%	68	11%
Q21	tenure practices	tenure standards	I find the tenure standards (the performance threshold) in my department	Fairly clear Neither clear nor unclear	3	59% 41%	15 3	53% 10%	176 64	43% 16%	27 8	58% 17%	34 22	37% 24%	152 92	40% 24%	1	33% 17%	15 10	47% 29%	272 112	44% 18%
QZI	overall	teriure staridards	to be	Fairly unclear	0	0%	6	21%	81	20%	9	18%	16	18%	78	20%	0	0%	4	13%	109	18%
				Very unclear	0	0%	1	3%	46	11%	2	4%	13	15%	30	8%	0	0%	3	9%	60	10%
				Very clear	1	20%	4	13%	50	12%	7	15%	10	11%	45	12%	3	49%	1	3%	85	14%
			I find the body of evidence that will be	Fairly clear	4	67%	18	63%	178	44%	24	52%	42	46%	177	47%	2	34%	20	60%	291	47%
Q22	tenure practices overall	tenure body of evidence	considered in making my tenure decision	Neither clear nor unclear	1	14%	3	11%	77	19%	8	18%	21	23%	90	24%	0	0%	9	26%	121	20%
	overall	eviderice	to be	Fairly unclear	0	0%	4	13%	62	15%	5	11%	11	12%	48	13%	1	17%	3	9%	86	14%
				Very unclear	0	0%	0	0%	38	9%	2	4%	7	8%	20	5%	0	0%	1	3%	37	6%
				Very clear	1	12%	8	28%	76	19%	7	16%	11	12%	64	17%	4	66%	4	12%	86	14%
	tenure practices	sense of	My sense of whether or not I will achieve	Fairly clear	4	61%	14	48%	178	44%	26	56%	34	38%	173	46%	1	17%	8	24%	238	39%
Q23	overall	achieving tenure		Neither clear nor unclear	1	14%	4	13%	73	18%	7	16%	30	33%	99	26%	1	17%	11	34%	162	26%
				Fairly unclear	1	14%	2	8%	50	12%	4	9%	7	8%	22	6%	0	0%	8	25%	90	14%
				Very clear	0	0%	1	3%	28	7%	1 4	2%	9	10%	17	5%	0	0%	2	6%	42	7% 20%
	4		Ab-l 1b-tl	Very clear Fairly clear	5	31% 69%	8 16	29% 54%	81 204	20% 51%	33	8% 69%	14 42	16% 47%	72 186	19% 49%	2	33% 67%	3 19	9% 57%	121 292	47%
Q24A	tenure expectations:	expectations >	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your	Neither clear nor unclear	0	09%	10	3%	35	9%	6	13%	14	15%	61	16%	0	0%	6	18%	90	15%
Q2=A	clarity	clarity > scholar	performance as:	Fairly unclear	0	0%	4	14%	66	16%	4	8%	16	18%	50	13%	0	0%	3	8%	83	13%
			F	Very unclear	0	0%	0	0%	17	4%	1	2%	4	4%	10	3%	0	0%	3	9%	32	5%
				Very clear	1	14%	3	11%	77	20%	6	15%	7	9%	40	11%	3	49%	5	14%	115	19%
	tenure		A teacher - Is what's expected in order to	Fairly clear	5	72%	15	58%	177	45%	19	43%	40	50%	176	50%	2	34%	18	55%	312	51%
Q24B	expectations:	expectations >	earn tenure CLEAR to you regarding your	Neither clear nor unclear	1	14%	4	16%	57	14%	10	22%	18	23%	83	24%	1	17%	5	16%	111	18%
	clarity	clarity > teacher	performance as:	Fairly unclear	0	0%	3	11%	67	17%	5	12%	11	14%	42	12%	0	0%	4	12%	60	10%
				Very unclear	0	0%	1	4%	18	5%	3	7%	3	4%	10	3%	0	0%	1	3%	15	3%
				Very clear	1	12%	4	15%	47	12%	4	9%	7	8%	32	9%	2	42%	4	14%	61	12%
	tenure	expectations >		Fairly clear	2	27%	10	39%	122	32%	19	44%	32	38%	107	32%	0	0%	7	26%	142	27%
Q24C	•	clarity > advisor	in order to earn tenure CLEAR to you	Neither clear nor unclear	3	47%	7	28%	94	24%	11	24%	23	27%	104	31%	3	58%	14	50%	182	34%
	clarity	·	regarding your performance as:	Fairly unclear	1	14%	3	11%	84	22%	5	11%	11	12%	59	18%	0	0%	2	7%	96	18%
				Very unclear	0	0%	2	7%	37	10%	5	12%	12	14%	33	10%	0	0%	1	3%	46	9%
	4	expectations >	A	Very clear	3	20% 39%	3	10% 42%	43	11% 31%	2	4% 43%	4 27	4% 30%	27	7% 34%	4	66% 0%	3	10% 40%	68 232	11% 38%
Q24D	tenure expectations:	clarity >	A colleague in your department - Is what's expected in order to earn tenure CLEAR to	Fairly clear	3	39% 42%	11 4	14%	124 82	21%	20 14	43% 29%	27 25	29%	126 101	34% 27%	2	34%	13 10	32%	160	26%
QZ-1D	clarity	colleague in	you regarding your performance as:	Fairly unclear	0	0%	6	23%	103	26%	7	16%	19	21%	86	23%	0	0%	2	7%	98	16%
	•	department	, , ,	Very unclear	0	0%	3	11%	45	11%	4	9%	14	16%	35	9%	0	0%	4	11%	51	8%
				Very clear	0	0%	3	10%	32	8%	2	4%	3	3%	23	6%	2	33%	2	6%	43	7%
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly clear	3	47%	8	31%	134	34%	14	30%	23	26%	100	28%	1	16%	10	31%	172	29%
Q24E	expectations:		order to earn tenure CLEAR to you	Neither clear nor unclear	3	39%	6	22%	87	22%	16	35%	20	23%	103	29%	2	34%	12	39%	187	32%
	clarity	citizen	regarding your performance as:	Fairly unclear	1	14%	3	11%	104	26%	9	20%	25	29%	81	23%	1	17%	6	19%	127	22%
				Very unclear	0	0%	7	25%	36	9%	5	11%	17	19%	49	14%	0	0%	2	6%	61	10%
			A member of the broader community - Is	Very clear	0	0%	1	3%	25	6%	3	7%	1	1%	21	6%	1	19%	3	8%	41	7%
	tenure	expectations >	what's expected in order to earn tenure	Fairly clear	3	47%	8	32%	104	27%	18	38%	19	22%	101	28%	3	47%	10	30%	115	20%
Q24F	expectations:	clarity > member	CLEAR to you regarding your performance	Neither clear nor unclear	3	42%	8	30%	106	27%	12	26%	30	35%	109	30%	0	0%	13	38%	219	38%
	clarity	of community	as:	Fairly unclear	1	12%	6	23%	117	30%	9	18%	23	27%	91	25%	1	17%	6	19%	119	21%
				Very unclear	0	0%	3	11%	39	10%	5	11%	13	15%	47	13%	1	17%	2	6%	81	14%
	4		A cabalas da subatla assassas discassi d	Very reasonable	1 6	12% 88%	4	13% 65%	86 175	22% 44%	7	14%	11	12% 47%	83	22% 43%	3	47% 53%	5 11	14%	143	23% 38%
Q25A	tenure expectations:		A scholar - Is what's expected in order to earn tenure REASONABLE to you	Fairly reasonable Neither reasonable nor unreasonable	-	88% 0%	19 3	10%	175 60	44% 15%	25 10	54% 21%	43 23	47% 26%	162 79	43% 21%	0	53% 0%	11 10	32% 29%	233 130	38% 21%
	reasonableness	> scholar	regarding your performance as:	Fairly unreasonable	0	0%	4	13%	54	14%	5	11%	23 12	13%	43	11%	0	0%	7	23%	80	13%
			-3 3) p	Very unreasonable	0	0%	0	0%	24	6%	0	0%	2	2%	12	3%	0	0%	1	3%	24	49
				Very reasonable	0	0%	6	22%	105	27%	10	22%	11	14%	71	20%	3	49%	7	22%	171	289
	tenure	expectations >	A teacher - Is what's expected in order to	Fairly reasonable	5	72%	14	52%	161	41%	19	43%	37	47%	155	44%	1	17%	16	49%	248	41%
Q25B	expectations:		earn tenure REASONABLE to you	Neither reasonable nor unreasonable		28%	6	22%	78	20%	12	27%	30	37%	100	29%	2	34%	5	16%	146	24%
	reasonableness		regarding your performance as:	Fairly unreasonable	0	0%	0	0%	38	10%	4	8%	0	0%	16	5%	0	0%	3	10%	25	4%
				•																		

Very unreasonable



Tenure-Track Faculty Job Satisfaction Survey

ACADEMIC AREA

Tenur	e-Track Faculty	/ Job Satisfacti	ion Survey									AC	CADEMI	C ARE	Α							
Surve	y Administration	n 2008-09			H	HEALTH	I / HUM	AN EC	OLOGY		-	AGRI/	NAT RE	S/EN	V SCI				BUSIN	1ESS		
					Your ins	stitution	All selecte	ed peers	All compa	rables	Your insti	tution	All selected	d peers	All compa	arables	Your ins	stitution	All selecte	ed peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very reasonable	1	12%	5	18%	67	18%	7	15%	8	10%	49	15%	3	61%	5	17%	103	20%
	tenure	expectations >	An advisor to students - Is what's expected		2	27%	10	39%	126	33%	18	40%	28	33%	105	32%	0	0%	9	33%	130	26%
Q25C	expectations:	reasonableness		Neither reasonable nor unreasonable	4	61%	9	35%	133	35%	17	38%	43	51%	146	45%	2	39%	12	45%	239	47%
	reasonableness	> advisor	you regarding your performance as:	Fairly unreasonable	0	0%	2	8%	41	11%	3	7%	3	4%	21	6%	0	0%	1	4%	23	4%
				Very unreasonable	0	0%	0	0%	11	3%	0	0%	2	2%	5	1%	0	0%	0	0%	11	2%
		expectations >	A colleague in your department - Is what's	Very reasonable	0	0%	7	25%	74	19%	5	10%	7	8%	51	14%	4	66%	3	10%	135	23%
0050	tenure	reasonableness		Fairly reasonable	2	25%	8	31%	116	30%	14	30%	21	23%	109	30%	0	0%	14	43%	202	34%
Q25D	expectations:	> colleague in	REASONABLE to you regarding your	Neither reasonable nor unreasonable	4	56%	9	32%	158	40%	27	56%	54	61%	178	48%	2	34%	12	38%	224	38%
	reasonableness	department	performance as:	Fairly unreasonable	1	20%	2	8%	31	8%	2	4%	4	5%	26	7%	0	0%	1	3%	24	4%
				Very unreasonable	0	0%	1	4%	13	3%	0	0%	3	3%	6	2%	0	0%	2	6%	12	2%
				Very reasonable	1	20%	4	14%	57	15%	5	11%	8	9%	41	12%	3	49%	5	15%	88	15%
0055	tenure		A campus citizen - Is what's expected in	Fairly reasonable	2	27%	9	34%	114	30%	10	21%	19	21%	97	28%	0	0%	6	19%	163	29%
Q25E	expectations: reasonableness		order to earn tenure REASONABLE to you regarding your performance as:			53%	12	44%	181	47%	32	67%	58	67%	186	53%	3	51%	20	63%	285	50%
	reasonableness	> campus citizen	regarding your performance as.	Fairly unreasonable	0	0%	1	4%	21	5%	1	2%	1	1%	22	6%	0	0%	1	3%	21	4%
				Very unreasonable	0	0%	3	4% 11%	12	3%	0 4	0%	2	2% 7%	40	1% 11%	0	0%	0	0%	10 74	13%
		expectations >	A member of the broader community - Is	Very reasonable	0	0%	3		52	13%		9%	6				2	35%	4	11%		
Q25F	tenure expectations:	reasonableness		Fairly reasonable	1	13%	1	28% 54%	89	23%	16	33% 54%	21	24%	106	29% 53%	2	31%	9	27%	123	22% 59%
QZ3F	reasonableness	> member of	REASONABLE to you regarding your	Neither reasonable nor unreasonable	5	75% 12%	14 2	54% 8%	210 26	55% 7%	26	54% 2%	55 3	63% 3%	190 19	53% 5%	0	34% 0%	20 1	59% 3%	325 17	59% 3%
	. 3000.100101000	community	performance as:	Fairly unreasonable Very unreasonable	0	0%	0	8% 0%	26 7	7% 2%	1	2%	2	3% 2%	19	5% 2%	0	0%	0	3% 0%	17	3% 2%
				Strongly agree	0	0%	6	22%	62	16%	6	14%	14	15%	65	17%	4	66%	3	10%	116	19%
		consistent	I have received consistent messages from	Somewhat agree	3	39%	11	41%	124	31%	19	42%	32	36%	119	32%	2	34%	3 14	44%	200	33%
Q26	tenure practices	tenure from	senior colleagues about the requirements	Neither agree nor disagree	1	14%	0	0%	26	6%	7	15%	9	11%	41	11%	0	0%	3	10%	49	8%
QZO	overall	tenured	for tenure.	Somewhat disagree	2	33%	5	20%	102	26%	12	27%	19	21%	93	25%	0	0%	7	22%	134	22%
		colleagues		Strongly disagree	1	14%	4	16%	82	21%	1	2%	15	16%	57	15%	0	0%	5	15%	102	17%
				Strongly agree	3	39%	9	35%	107	28%	14	32%	27	32%	117	32%	5	84%	9	27%	161	27%
		tenure decisions	In my opinion, tenure decisions here are	Somewhat agree	2	33%	10	38%	135	35%	19	45%	30	35%	119	33%	0	0%	13	40%	218	36%
Q27A	tenure practices	based on	made primarily on performance-based	Neither agree nor disagree	2	28%	1	3%	46	12%	3	7%	12	14%	55	15%	0	0%	3	10%	85	14%
	overall	performance	criteria rather than on non-performance	Somewhat disagree	0	0%	5	20%	57	15%	5	11%	8	10%	51	14%	0	0%	4	12%	81	14%
		•	criteria.	Strongly disagree	0	0%	1	4%	42	11%	2	5%	7	8%	21	6%	1	16%	4	11%	55	9%
				Very satisfied	1	13%	4	14%	81	20%	9	20%	20	22%	86	23%	3	64%	9	27%	188	31%
		way you spend	The way you spend your time as a faculty	Satisfied	3	39%	13	48%	207	52%	25	54%	45	49%	193	51%	1	19%	18	55%	289	47%
Q28	nature of work	your time as a	member - Please indicate your level of	Neither satisfied nor dissatisfied	1	14%	2	7%	38	9%	4	8%	8	8%	34	9%	1	17%	5	14%	55	9%
	overall	faculty member	satisfaction or dissatisfaction with the following:	Dissatisfied	2	33%	7	27%	63	16%	6	14%	17	19%	60	16%	0	0%	1	3%	65	11%
			lollowing.	Very dissatisfied	0	0%	1	4%	10	2%	2	4%	2	2%	6	2%	0	0%	0	0%	12	2%
				Very satisfied	1	13%	N/A	N/A	17	10%	5	11%	N/A	N/A	25	17%	2	30%	N/A	N/A	84	26%
		number of hours	The number of hours you work as a faculty	Satisfied	2	25%	N/A	N/A	74	42%	23	49%	N/A	N/A	68	47%	2	36%	N/A	N/A	157	49%
Q28B	nature of work overall	you work as a	member in an average week - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	2	33%	N/A	N/A	30	17%	7	14%	N/A	N/A	24	17%	1	17%	N/A	N/A	48	15%
	Overall	faculty member	dissatisfaction with the following:	Dissatisfied	1	14%	N/A	N/A	36	21%	9	20%	N/A	N/A	21	15%	1	17%	N/A	N/A	24	8%
			dissaudiation mar the following.	Very dissatisfied	1	14%	N/A	N/A	18	10%	3	6%	N/A	N/A	5	4%	0	0%	N/A	N/A	4	1%
				Very satisfied	4	61%	9	36%	149	38%	17	42%	39	49%	140	43%	4	66%	11	33%	238	39%
	nature of work >	level of courses	The level of the courses you teach -	Satisfied	3	39%	14	57%	179	46%	15	36%	28	36%	135	41%	2	34%	17	53%	259	42%
Q29A	teaching	you teach	Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	0	0%	2	7%	28	7%	6	14%	4	5%	25	8%	0	0%	2	6%	54	9%
	todomig	you touon	dissatisfaction with the following:	Dissatisfied	0	0%	0	0%	32	8%	2	5%	8	10%	26	8%	0	0%	3	8%	44	7%
				Very dissatisfied	0	0%	0	0%	2	1%	1	3%	0	0%	4	1%	0	0%	0	0%	14	2%
				Very satisfied	3	47%	11	44%	152	39%	14	35%	37	47%	134	40%	4	67%	15	47%	215	35%
	nature of work >	number of	The number of courses you teach - Please		1	14%	8	32%	139	36%	22	53%	25	32%	119	36%	2	33%	15	48%	215	35%
Q29B	teaching	courses you	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	2	25%	2	7%	30	8%	3	8%	9	11%	26	8%	0	0%	2	6%	73	12%
	3	teach	dissatisfaction with the following:	Dissatisfied	1	13%	2	9%	50	13%	1	2%	7	8%	42	13%	0	0%	0	0%	83	14%
				Very dissatisfied	0	0%	2	8%	19	5%	1	3%	1	1%	11	3%	0	0%	0	0%	25	4%
		degree of	The degree of influence you have over the	Very satisfied	5	75%	15	60%	199	51%	19	45%	50	63%	179	54%	5	83%	16	50%	267	44%
05-5	nature of work >	influence over	courses you teach - Please indicate your	Satisfied	2	25%	3	13%	117	30%	18	42%	19	24%	93	28%	1	17%	9	27%	201	33%
Q29C	teaching	which courses	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	0	0%	5	18%	34	9%	3	7%	8	10%	33	10%	0	0%	3	11%	66	11%
	-	you teach	the following:	Dissatisfied	0	0%	1	3%	26	7%	3	7%	1	1%	16	5%	0	0%	3	9%	43	7%
				Very dissatisfied	0	0%	1	5%	15	4%	0	0%	1	2%	11	3%	0	0%	1	3%	29	5%
			The discretion you have over the content	Very satisfied	1	20%	17	73%	269	70%	24	57%	55	/1%	236	72%	5	83%	20	61%	384	64%
0200	nature of work >	discretion over	of your courses you teach - Please indicate	Satisfied	5	80%	5	21%	86	22%	16	38%	16	21%	75	23%	1	17%	11	33%		25%
Q29D	teaching	course content		Neither satisfied nor dissatisfied	0	0%	1	6%	16	4%	2	5%	7	8%	16	5%	0	0%	1	3%	31	5%
			with the following:	Dissatisfied	0	0%	0	0%	15	4%	0	0%	0	0%	2	1%	0	0%	0	0%	21	3%
				Very dissatisfied	0	0%	0	0%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0%	0	0%	0	0%	122	0%	0	0%	10	4%	17	3%
			-	Very satisfied	3	47%	11	43%	147	38%	14	34%	36	46%	133	41%	5	83%	10	32%	206	34%
Q29E	nature of work >	number of	The number of students you teach -	Satisfied	1	14%	9	36%	140	36%	19	44%	25	32%	131	40%	0	0%	15	48%		37%
Q29E	teaching	students you teach	Please indicate your level of satisfaction or dissatisfaction with the following:		2	25%	2	8%	43	11%	6	13%	5	7% 10%	24	7%	0	0% 17%	4	11%		13%
		todon	alocatordon with the following.	Dissatisfied Very dissatisfied	1	14%	1	4%	49	12%	3 1	7%	8	10%	23	7%	1	17%	1	3%		13%
				Very dissatisfied	U	0%	2	9%	12	3%		2%	4	5%	14	4%	0	0%	2	7%	24	4%

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09 ACADEMIC AREA
HEALTH / HUMAN ECOLOGY AGRI / NAT RES / ENV SCI

BUSINESS

Ourve	y Administratio				Your inst	titution	All selecte	d peers	All compa	rables	Your instit	tution	All selected	d peers	All compa	rables	Your ins	stitution	All selecte	ed peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			The quality of undergraduate students with	Very satisfied	1	16%	7	26%	46	14%	7	20%	10	12%	54	17%	2	34%		33%	107	21%
	nature of work >	quality of	whom you interact - Please indicate your	Satisfied	4	68%	6	22%	107	34%	16	43%	35	42%	121	39%	3	49%		28%	166	33%
Q29F	teaching	undergraduate	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	1	16%	6	24%	71	22%	8	21%	17	21%	60	19%	0	0%		14%	117	23%
	3	students	the following:	Dissatisfied	0	0%	6	24%	72	23%	4	11%	15	18%	61	20%	0	0%		20%	84	17%
				Very dissatisfied	0	0%	1	4%	20	6%	2	5%	6	7%	16	5%	1	17%		6%	33	7%
			The quality of graduate students with	Very satisfied	3	45%	9	36%	93	26%	16	36%	15	16%	80	23%	3	64%		14%	117	23%
	nature of work >	quality of	whom you interact - Please indicate your	Satisfied	3	41%	8	31%	157	43%	17	36%	45	50%	151	44%	1	19%		49%	211	41%
Q29G	teaching	graduate	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	0	0%	5	20%	55	15%	8	17%	17	19%	54	16%	1	17%	-	17%	90	17%
	· ·	students	the following:	Dissatisfied	1	14%	2	8%	46	13%	4	9%	10	11%	49	14%	0	0%		14%	76	15%
				Very dissatisfied	0	0%	1	5%	11	3%	1	2%	4	4%	9	3%	0	0%	<u> </u>	5%	25	5%
			The amount of time you have to conduct	Very satisfied	0	0%	1	4%	39	10%	7	15%	16	17%	51	13%	1	14%		13%	117	19%
	nature of work >	amount of time to	research/produce creative work - Please	Satisfied	1	13%	11	42%	132	33%	13	27%	32	35%	119	31%	4	69%		57%	215	35%
Q30B	research		indicate your level of satisfaction or	Neither satisfied nor dissatisfied	2	25%	2	7%	35	9%	7	14%	8	9%	42	11%	1	17%	-	15%	81	13%
			dissatisfaction with the following:	Dissatisfied	1	14%	5	21%	113	28%	14	31%	26	28%	115	30%	0	0%	•	15%	147	24%
				Very dissatisfied	3	47%	7	26%	78	20%	6	13%	9	10%	52	14%	0	0%		0%	47	8%
			The amount of external funding you are	Very satisfied	1	13%	1	3%	26	7%	3	6%	5	6%	19	5%	0	0%		19%	134	29%
	nature of work >	expectations for	expected to find - Please indicate your	Satisfied	1	12%	6	23%	100	27%	11	24%	22	25%	97	27%	3	60%		24%	96	21%
Q30C	research	finding external	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	4	61%	9	33%	100	26%	18	40%	13	15%	96	26%	1	20%		47%	147	31%
		funding	the following:	Dissatisfied	1	14%	6	21%	90	24%	11	23%	35	40%	107	30%	0	0%		7%	61	13%
				Very dissatisfied	0	0%	5	19%	62	16%	3	7%	13	15%	44	12%	1	19%		3%	30	6%
			The influence you have over the focus of	Very satisfied	2	33%	16	59%	203	51%	17	37%	42	46%	186	49%	5	100%		58%	350	58%
	nature of work >	influence over	your research/creative work - Please	Satisfied	3	42%	8	29%	130	33%	24	52%	35	38%	140	37%	0	0%		36%	193	32%
Q30D	research	focus of research		Neither satisfied nor dissatisfied	1	12%	1	4%	28	7%	3	7%	8	9%	22	6%	0	0%		0%	34	69
			dissatisfaction with the following:	Dissatisfied	1	14%	1	3%	20	5%	1	2%	6	7%	25	7%	0	0%		4%	20	3%
				Very dissatisfied	0	0%	1	4%	16	4%	1	2%	1	1%	3	1%	0	0%		3%	5	1%
			The quality of facilities (i.e., office, labs,	Very satisfied	2	33%	3	11%	80	20%	7	16%	18	19%	72	19%	2	44%		18%	197	32%
	nature of work		classrooms) - Please indicate your level of	Satisfied	1	14%	7	24%	141	36%	15	35%	33	36%	123	33%	2	37%		34%	194	32%
Q31	overall	quality of facilities	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	3	53%	4	15%	50	13%	6	14%	8	9%	49	13%	0	0%		6%	84	14%
			following:	Dissatisfied	0	0%	9	35%	79	20%	10	24%	22	24%	81	22%	0	0%		29%	104	17%
				Very dissatisfied	0	0%	4	15%	45	11%	5	12%	11	12%	48	13%	1	19%		12%	27	4%
			The amount of access you have to	Very satisfied	0	0%	5	19%	53	14%	3	7%	14	16%	48	14%	3	48%		17%	100	17%
	nature of work		Teaching Fellows, Graduate Assistants, et	Satisfied	1	12%	8	30%	119	31%	18	40%	26	29%	103	29%	0	0%		25%	175	30%
Q32	overall	to TA's, RA's,	al Please indicate your level of	Neither satisfied nor dissatisfied	2	27%	3	12%	54	14%	11	25%	15	16%	56	16%	0	0%		27%	93	169
		etc.	satisfaction or dissatisfaction with the following:	Dissatisfied	4	61%	6	23%	87	23%	11	24%	25	27%	95	27%	1	19%		16%	138	239
			following:	Very dissatisfied	0	0%	4	16%	70	18%	2	5%	11	12%	50	14%	2	33%		15%	82	14%
				Very satisfied	3	47%	9	33%	92	23%	8	18%	28	31%	110	29%	3	64%		37%	207	35%
	nature of work	clerical/administr	Clerical/administrative services - How	Satisfied	2	25%	7	27%	148	37%	20	43%	24	26%	118	31%	1	19%		29%	203	34%
Q33A	overall	ative services	satisfied are you with the quality of these	Neither satisfied nor dissatisfied	0	0%	4	14%	51	13%	4	8%	12	13%	49	13%	1	17%		16%	70	12%
			support services?	Dissatisfied	2	28%	5	19%	66	17%	12	27%	17	19%	59	16%	0	0%		14%	78	13%
				Very dissatisfied	0	0%	2	7%	40	10%	2	5%	11	12%	39	10%	0	0%		3%	40	7%
				Very satisfied	1	14%	5	19%	46	12%	1	2%	17	18%	58	16%	3	48%		0%	92	16%
	nature of work >		Research services - How satisfied are you	Satisfied	2	25%	9	33%	135	35%	18	40%	32	35%	129	35%	1	19%		55%	195	34%
Q33B	research	research services	with the quality of these support services?	Neither satisfied nor dissatisfied	3	47%	4	15%	69	18%	12	27%	21	23%	82	22%	1	16%		27%	128	22%
				Dissatisfied	1	14%	8	30%	95	25%	8	18%	13	14%	65	18%	1	17%		3%	107	19%
				Very dissatisfied	0	0%	1	3%	39	10%	5	12%	9	10%	32	9%	0	0%		15%	54	9%
				Very satisfied	1	14%	6	24%	81	21%	3	8%	18	24%	75	23%	3	48%		12%	124	21%
	nature of work >		Teaching services - How satisfied are you	Satisfied	4	61%	11	46%	167	44%	23	55%	30	41%	119	37%	1	19%		48%	235	41%
Q33C	teaching	teaching services	with the quality of these support services?	Neither satisfied nor dissatisfied	2	25%	5	19%	78	21%	10	23%	18	24%	87	27%	1	16%		22%	120	21%
				Dissatisfied	0	0%	2	8%	39	10%	3	8%	3	4%	31	10%	1	17%		8%	68	129
				Very dissatisfied	0	0%	1	4%	13	3%	2	5%	5	7%	12	4%	0	0%		9%	30	5%
				Very satisfied	3	47%	7	25%	100	26%	4	8%	21	25%	82	23%	2	31%		13%	127	219
	nature of work	computing	Computing services - How satisfied are	Satisfied	4	53%	13	48%	157	40%	20	44%	33	39%	138	38%	2	36%		37%	249	419
Q33D	overall	services	you with the quality of these support	Neither satisfied nor dissatisfied	0	0%	5	20%	62	16%	9	21%	16	19%	73	20%	0	0%		25%	106	189
	0.0.0	55. 1.555	services?	Dissatisfied	0	0%	1	4%	47	12%	10	23%	12	13%	56	15%	1	16%		16%	86	149
				Very dissatisfied	0	0%	1	3%	27	7%	2	5%	4	5%	14	4%	1	17%	<mark>6</mark> 3	9%	36	69
			Formal montaring program for innin-	Very important	2	27%	7	28%	141	36%	10	22%	30	33%	132	35%	1	14%		20%	141	249
	policy/practice >		Formal mentoring program for junior faculty - Please rate how important or	Important	2	33%	12	47%	165	42%	25	54%	35	39%	153	40%	2	34%		36%	235	399
Q34A1	importance >	formal mentoring	unimportant you think each would be to	Neither important nor unimportant	2	25%	5	18%	56	14%	9	18%	12	14%	53	14%	3	52%	6 10	30%	123	219
	climate/culture		your success.	Unimportant	1	14%	1	4%	27	7%	3	6%	9	10%	25	7%	0	0%		3%	63	119
			,	Very unimportant	0	0%	1	4%	8	2%	0	0%	4	4%	15	4%	0	0%	6 3	11%	35	6'
				Very important	3	47%	10	38%	196	50%	19	41%	37	41%	181	48%	3	47%	6 9	27%	275	46
	policy/practice >	:	Informal mentoring - Please rate how	Important	3	39%	15	54%	155	39%	22	48%	42	47%	159	42%	1	17%	18	54%	241	409
Q34A2		informal	important or unimportant you think each	Neither important nor unimportant	0	0%	1	4%	32	8%	5	11%	2	2%	18	5%	2	36%	5	15%	55	99
	climate/culture	mentoring	would be to your success.	Unimportant	1	14%	0	0%	11	3%	0	0%	7	8%	14	4%	0	0%		3%	19	39
				Very unimportant	0	0%	1	4%	1	0%	0	0%	2	2%	6	2%	0	0%	6 0	0%	8	19
				- 7b		270		. , 0		270		0						370				_

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HEALTH / HUMAN ECOLOGY



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA AGRI / NAT RES / ENV SCI

BUSINESS

Surve	Auministration	11 2000-09			Your ins	titution	All selects	ed neers	All compar	rables	Your instit	tution	All selected	d peers	All compa	rables	Your ins	titution	All selecte	ed peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very important	2	28%	12	46%	186	47%	14	29%	41	46%	177	47%	5	83%	9	28%	198	33%
	policy/practice >	periodic, formal	Periodic, formal performance reviews for	Important	3	44%	12	44%	165	42%	29	62%	40	45%	157	42%	1	17%	20	63%	313	52%
Q34A3	importance >	performance	junior faculty - Pease rate how important or unimportant you think each would be to	Neither important nor unimportant	2	28%	2	7%	29	7%	3	7%	5	5%	28	8%	0	0%	3	9%	63	11%
	tenure	reviews	your success.	Unimportant	0	0%	1	4%	13	3%	1	2%	2	3%	9	2%	0	0%	0	0%	20	3%
			, ca. ca.c.c.	Very unimportant	0	0%	0	0%	1	0%	0	0%	1	1%	4	1%	0	0%	0	0%	5	1%
			NAV ::- (Very important	2	25%	10	39%	163	41%	11	23%	35	40%	167	45%	3	64%	6	17%	171	29%
	policy/practice >	written summary	Written summary of periodic performance reviews for junior faculty - Please rate how	Important	5	75%	13	50%	169	43%	30	65%	41	46%	159	42%	1	19%	23	71%	294	50%
Q34A4	importance >	of performance	important or unimportant you think each	Neither important nor unimportant	0	0%	2	7%	37	9%	5	11%	10	11%	39	11%	0	0%	3	9%	85	14%
	tenure	reviews	would be to your success.	Unimportant	0	0%	1	4%	23	6%	1	2%	1	1%	6	2%	1	17%	0	0%		5%
				Very unimportant	0	0%	0	0%	2	1%	0	0%	1	1%	3	1%	0	0%	1	3%	17	3%
			Professional assistance in obtaining	Very important	3	39%	12	46%	204	52%	17	37%	38	43%	165	44%	2	31%	7	20%		15%
	policy/practice >	professional	externally funded grants - Please rate how	Important	4	61%	12	43%	138	35%	21	46%	33	36%	145	39%	3	52%	12	37%		30%
Q34A5	importance >	assistance in	important or unimportant you think each	Neither important nor unimportant	0	0%	2	8%	41	10%	7	15%	6	6%	39	10%	1	17%	9	28%		31%
	research	obtaining grants	would be to your success.	Unimportant	0	0%	1	3%	10	2%	1	2%	10	12%	19	5%	0	0%	5	15%		14%
				Very unimportant	0	0%	0	0%	1	0%	0	0%	3	3%	9	2%	0	0%	0	0%		10%
		professional	Professional assistance for improving	Very important	2	25%	5	17%	105	27%	10	21%	19	22%	102	27%	1	17%	2	6%		16%
00440	policy/practice >	assistance for	teaching - Please rate how important or	Important	4	61%	14	53%	173	44%	21	45%	41	46%	174	47%	2	31%	14	42%		45%
Q34A6	importance >	improving	unimportant you think each would be to	Neither important nor unimportant	0	0%	5	18%	68	17%	11	24%	10	11%	54	15%	1	16%	12	37%	134	22%
	teaching	teaching	your success.	Unimportant	1	14%	3	12%	45	12%	3	7%	15	18%	32	9%	2	36%	5	15%		13%
				Very unimportant	0	0%	0	0%	2	1%	1	2%	3	3%	10	3%	0	0%	0	0%		4%
			Travel funds to present papers or conduct	Very important	5	73%	18	68%	229	58%	16	35%	34	37%	185	49%	4	67%	13	38%		64%
02447	policy/practice >	trough funct-	research - Please rate how important or	Important	2	27%	8	28% 0%	134 16	34% 4%	26 4	56% 9%	41 8	45% 9%	144 32	38% 9%	2	33% 0%	20	59% 3%	194	32% 3%
Q34A7	importance > research	travel funds	unimportant you think each would be to	Neither important nor unimportant	-	- 7.0	0						-				-		1			
	research		your success.	Unimportant	0	0%	1	4%	16 2	4%	0	0%	5	6%	11 7	3%	0	0%	0	0%		1%
				Very unimportant	5	0% 73%	0	0%		0% 37%	9	0%	3	3% 23%		2%	0	0% 84%		0%		1%
			Paid or unpaid research leave during the	Very important Important	2	73% 27%	7 10	25% 38%	142 137	35%	21	19% 47%	21 32	23% 35%	93 134	25% 36%	5	16%	9 12	28% 38%	245 204	42% 35%
Q34A8	policy/practice >	paid/unpaid	pre-tenure period - Please rate how	•	0	0%	8	30%	87	23%	11	25%	32 26	29%	96	26%	0	0%	9	27%	105	18%
Q34A6	importance > research	research leave	important or unimportant you think each	Neither important nor unimportant Unimportant	0	0%	2	7%	13	3%	4	9%	8	9%	33	9%	0	0%	1	3%		3%
	rescuron		would be to your success.	·	0	0%	0	0%	9	2%	0	0%	4	4%	17	5%	0	0%	1	3%		2%
				Very unimportant Very important	4	59%	6	22%	88	23%	14	31%	19	22%	81	22%	2	31%	6	17%		24%
			Paid or unpaid personal leave during the	Important	4	13%	5	19%	127	33%	18	39%	33	38%	141	39%	3	50%	7	21%	172	29%
Q34A9	policy/practice > importance >	paid/unpaid	pre-tenure period - Very important- Please	Neither important nor unimportant	1	14%	12	44%	130	34%	6	14%	24	27%	92	25%	0	0%	13	39%	191	32%
Q0-1/10	work/home	personal leave	rate how important or unimportant you	Unimportant	0	0%	2	8%	30	8%	7	16%	9	10%	42	11%	1	19%	5	15%		9%
			think each would be to your success.	Very unimportant	1	14%	2	7%	13	3%	0	0%	2	2%	10	3%	0	0%	2	8%		6%
				Very important	3	47%	13	47%	173	44%	10	23%	33	37%	142	38%	4	65%	6	18%		45%
	policy/practice >	upper limit on	An upper limit on committee assignments	Important	3	41%	11	41%	167	42%	25	55%	39	44%	169	45%	2	35%	20	63%		44%
Q34A1	importance >	committee	for tenure-track faculty - Please rate how	Neither important nor unimportant	1	12%	1	4%	40	10%	9	21%	13	15%	47	12%	0	0%	5	16%		9%
0	tenure	assignments	important or unimportant you think each	Unimportant	0	0%	1	5%	14	4%	1	2%	2	2%	14	4%	0	0%	0	0%		1%
		Ü	would be to your success.	Very unimportant	0	0%	1	4%	2	0%	0	0%	2	2%	3	1%	0	0%	1	3%		1%
				Very important	5	75%	13	47%	227	58%	19	43%	49	55%	183	49%	4	81%	12	37%		61%
	policy/practice >	upper limit on	An upper limit on teaching obligations -	Important	2	25%	12	46%	146	37%	19	43%	31	35%	146	39%	1	19%	16	49%	211	35%
Q34A1	importance >	teaching	Please rate how important or unimportant	Neither important nor unimportant	0	0%	1	4%	14	4%	6	12%	6	6%	32	9%	0	0%	5	14%	17	3%
1	teaching	obligations	you think each would be to your success.	Unimportant	0	0%	0	0%	2	1%	1	2%	3	3%	6	2%	0	0%	0	0%		0%
				Very unimportant	0	0%	1	3%	5	1%	0	0%	1	1%	5	1%	0	0%	0	0%		0%
				Very important	0	0%	9	34%	118	30%	12	27%	28	32%	133	36%	3	47%	3	8%		27%
	policy/practice >	peer reviews of	Peer reviews of teaching or	Important	6	86%	9	35%	187	47%	31	67%	44	50%	179	48%	3	53%	20	64%		50%
Q34A1	importance >	teaching or	research/creative work - Please rate how	Neither important nor unimportant	1	14%	5	20%	65	17%	2	4%	11	12%	41	11%	0	0%	5	15%	82	14%
2	climate/culture	research	important or unimportant you think each would be to your success.	Unimportant	0	0%	2	7%	19	5%	1	2%	5	5%	12	3%	0	0%	2	7%	34	6%
			would be to your success.	Very unimportant	0	0%	1	5%	4	1%	0	0%	1	1%	6	1%	0	0%	2	6%	19	3%
				Very important	2	38%	7	26%	122	32%	12	26%	30	33%	120	33%	2	30%	6	20%	120	20%
0011	policy/practice >		Childcare - Please rate how important or	Important	1	15%	3	11%	80	21%	12	26%	18	21%	81	22%	0	0%	6	18%	152	26%
Q34A1 3	importance >	childcare	unimportant you think each would be to	Neither important nor unimportant	1	16%	7	27%	86	22%	15	33%	20	23%	71	20%	2	34%	8	27%	144	25%
3	work/home		your success.	Unimportant	0	0%	4	15%	38	10%	3	7%	13	15%	37	10%	2	36%	4	13%	60	10%
				Very unimportant	2	32%	6	21%	59	15%	3	7%	8	9%	55	15%	0	0%	7	23%	110	19%
				Very important	1	12%	1	5%	65	17%	4	9%	11	13%	47	13%	1	14%	0	0%	84	14%
Q34A1	policy/practice >	financial		Important	3	47%	4	17%	92	24%	11	23%	16	17%	74	20%	0	0%	3	10%	118	20%
4	importance >	assistance with	rate how important or unimportant you	Neither important nor unimportant	2	28%	8	32%	127	33%	19	41%	23	26%	124	33%	3	50%	13	42%		27%
7	compensation	housing	think each would be to your success.	Unimportant	0	0%	7	28%	54	14%	10	22%	19	22%	58	16%	1	19%	6	19%		17%
				Very unimportant	1	14%	5	18%	52	13%	2	5%	20	22%	67	18%	1	17%	9	29%	128	22%
			Stop the cleak for personal section (Very important	2	38%	5	20%	155	40%	15	33%	33	37%	136	37%	2	31%	9	28%	203	35%
Q34A1	policy/practice >		Stop-the-clock for parental or other family reasons - Please rate how important or	Important	2	31%	8	31%	124	32%	18	39%	28	32%	121	33%	3	52%	8	25%	198	34%
WOHA!	importance >	stop-the-clock	unimportant you think each would be to	Neither important nor unimportant	1	16%	9	35%	69	18%	7	16%	17	19%	75	20%	1	17%	10	31%	105	18%
5																						
5	work/home		your success.	Unimportant	1	16%	0	0%	17	4%	3	7%	6	7%	16	4%	0	0%	2	6%	27 53	5%

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09 ACADEMIC AREA
HEALTH / HUMAN ECOLOGY AGRI / NAT RES / ENV SCI

BUSINESS

	Administration	n 2008-09			Your insti	EALIH			All compa	rables	Your ins	AGRI	All selecte		All compa	rables	Your ins	titution	All selecte		All comp	arables
item	theme	name	description	response scale	Count	%	Count	u peers	Count	%	Count	%	Count	w peers	Count	%	Count	%	Count	%	Count	%
				Very important	2	31%	12	45%	110	29%	14	31%	25	27%	108	29%	2	30%	8	25%	147	25%
	policy/practice >		Spousal/partner hiring program - Please	Important	3	41%	1	4%	100	26%	10	22%	22	25%	102	28%	1	17%	9	28%	164	28%
Q34A1	importance >	spousal/partner	rate how important or unimportant you	Neither important nor unimportant	2	28%	9	34%	103	27%	13	28%	24	27%	92	25%	2	36%	6	20%	118	20%
6	work/home	hiring program	think each would be to your success.	Unimportant	0	0%	2	7%	26	7%	5	11%	9	10%	21	6%	0	0%	1	3%	51	9%
				Very unimportant	0	0%	3	11%	46	12%	3	7%	10	11%	43	12%	1	17%	8	25%	103	18%
				Very important	3	45%	N/A	N/A	12	10%	4	8%	N/A	N/A	12	12%	0	0%	N/A	N/A	16	8%
	policy/practice >		Elder care - Please rate how important or	Important	2	27%	N/A	N/A	34	30%	13	29%	N/A	N/A	24	25%	2	31%	N/A	N/A	48	23%
Q34A1	importance >	elder care	unimportant you think each would be to	Neither important nor unimportant	1	14%	N/A	N/A	40	36%	17	38%	N/A	N/A	32	34%	2	33%	N/A	N/A	66	31%
/	work/home		your success.	Unimportant	0	0%	N/A	N/A	17	15%	6	13%	N/A	N/A	11	12%	2	36%	N/A	N/A	42	209
				Very unimportant	1	14%	N/A	N/A	9	8%	5	12%	N/A	N/A	16	17%	0	0%	N/A	N/A	42	199
				Very important	3	47%	N/A	N/A	41	37%	19	43%	N/A	N/A	36	37%	2	31%	N/A	N/A	69	329
	policy/practice >		Tuition waivers for dependent or spouse -	Important	3	39%	N/A	N/A	44	39%	16	34%	N/A	N/A	39	41%	3	52%	N/A	N/A	75	359
Q34A1	importance >	tuition waivers	Please rate how important or unimportant	Neither important nor unimportant	0	0%	N/A	N/A	15	13%	9	20%	N/A	N/A	10	11%	1	17%	N/A	N/A	40	189
8	compensation		you think each would be to your success.	Unimportant	0	0%	N/A	N/A	5	4%	1	2%	N/A	N/A	4	4%	0	0%	N/A	N/A	17	89
				Very unimportant	1	14%	N/A	N/A	6	5%	0	0%	N/A	N/A	6	7%	0	0%	N/A	N/A	17	89
				Very important	1	20%	N/A	N/A	23	20%	11	25%	N/A	N/A	16	17%	1	14%	N/A	N/A	45	219
	policy/practice >		Modified duties for parental or other family	Important	4	67%	N/A	N/A	57	51%	20	45%	N/A	N/A	42	45%	3	50%	N/A	N/A	96	45%
Q34A1	importance >	modified duties	reasons - Please rate how important or	Neither important nor unimportant	0	0%	N/A	N/A	20	19%	12	28%	N/A	N/A	23	24%	1	19%	N/A	N/A	40	199
9	work/home		unimportant you think each would be to	Unimportant	0	0%	N/A	N/A	7	6%	1	2%	N/A	N/A	8	9%	1	17%	N/A	N/A	13	69
			your success.	Very unimportant	1	14%	N/A	N/A	4	4%	0	0%	N/A	N/A	4	4%	0	0%	N/A	N/A	19	99
				Very important	1	14%	N/A	N/A	10	9%	3	6%	N/A	N/A	4	4%	0	0%	N/A	N/A	16	89
	policy/practice >		Part-time tenure-track position - Please	Important	1	20%	N/A	N/A	21	19%	9	20%	N/A	N/A	25	28%	1	17%	N/A	N/A	30	149
Q34A2	importance >	part-time tenure-	rate how important or unimportant you	Neither important nor unimportant	3	53%	N/A	N/A	42	38%	18	40%	N/A	N/A	34	37%	3	49%	N/A	N/A	76	369
0	work/home	track position	think each would be to your success.	Unimportant	0	0%	N/A	N/A	22	20%	11	25%	N/A	N/A	18	20%	2	34%	N/A	N/A	40	199
				Very unimportant	1	14%	N/A	N/A	15	13%	4	9%	N/A	N/A	10	11%	0	0%	N/A	N/A	49	239
				Very effective	N<5	N<5	1	4%	28	9%	1	3%	10	14%	39	13%	N<5	N<5		0%	34	89
				Effective	N<5	N<5	8	29%	113	35%	14	38%	24	33%	108	35%	N<5	N<5		8%	117	289
	policy/practice > effectiveness >	formal montaring	Formal mentoring program for junior faculty - How effective or ineffective for you		N<5	N<5	7	26%	66	20%	11	30%	16	21%	61	20%	N<5	N<5		58%	109	279
Q34D1	climate/culture	ioimai mentoning	have been the following at your institution?		N<5	N<5	7	26%	55	17%	5	13%	17	23%	56	18%	N<5	N<5		34%	82	20%
	Ciirriate/Culture		have been the following at your institution:																			
				Very ineffective	N<5	N<5	4	15%	65	20%	6	16%	7	9%	43	14%	N<5	N<5		0%	70	179
				Very effective	1	27%	5	18%	65	18%	2	5%	16	20%	74	21%	N<5	N<5		12%	87	169
	policy/practice >	informal	Informal mentoring - How effective or	Effective	2	35%	16	62%	158	43%	25	62%	36	44%	151	44%	N<5	N<5		26%	192	36%
Q34B2	effectiveness > climate/culture	mentoring		Neither effective nor ineffective	2	38%	3	12%	57	15%	7	18%	20	25%	67	20%	N<5	N<5		25%	120	229
	ciimate/cuiture		at your institution?	Ineffective	0	0%	1	4%	49	13%	3	8%	6	7%	35	10%	N<5	N<5		29%	77	149
				Very ineffective	0	0%	1	4%	40	11%	3	7%	3	4%	18	5%	N<5	N<5	2	7%	63	129
			Periodic, formal performance reviews for	Very effective	0	0%	8	31%	72	20%	8	19%	14	17%	69	19%	3	49%	1	3%	87	15%
	policy/practice >		junior faculty - How effective or ineffective	Effective	3	39%	9	37%	167	46%	22	48%	43	52%	162	46%	2	34%	17	53%	241	429
Q34B3	effectiveness >	performance	for you have been the following at your	Neither effective nor ineffective	4	61%	4	16%	51	14%	7	16%	13	16%	62	17%	0	0%	8	25%	135	249
	tenure	reviews	institution?	Ineffective	0	0%	3	13%	38	11%	7	16%	10	13%	41	12%	1	17%	4	13%	73	139
				Very ineffective	0	0%	1	4%	35	10%	1	2%	3	3%	20	6%	0	0%	2	6%	38	7%
			Written summary of periodic performance	Very effective	1	12%	7	27%	55	16%	5	13%	11	14%	58	17%	1	14%	0	0%	71	139
			reviews for junior faculty - How effective or	Effective	3	41%	10	40%	147	42%	18	47%	37	50%	151	44%	4	69%	15	48%	216	39%
Q34B4	effectiveness >	of performance	ineffective for you have been the following	Neither effective nor ineffective	3	47%	5	20%	67	19%	9	24%	16	21%	72	21%	1	17%	10	32%	147	269
	tenure	reviews	at your institution?	Ineffective	0	0%	1	5%	38	11%	3	9%	8	10%	33	10%	0	0%	5	16%	82	159
				Very ineffective	0	0%	2	8%	43	12%	3	7%	4	5%	26	8%	0	0%	1_	3%	42	79
			Professional assistance in obtaining	Very effective	1	12%	2	9%	24	7%	1	3%	8	11%	23	7%	3	59%	1	4%	14	49
	policy/practice >	professional	externally funded grants - How effective or	Effective	1	13%	9	32%	81	24%	6	15%	13	18%	75	23%	0	0%	5	18%	72	219
Q34B5	effectiveness >	assistance in	ineffective for you have been the following	Neither effective nor ineffective	1	14%	4	15%	76	23%	12	33%	26	35%	92	29%	1	20%	13	48%	125	369
	research	obtaining grants	at your institution?	Ineffective	4	61%	6	23%	79	24%	12	33%	17	24%	71	22%	0	0%	3	11%	66	199
			·	Very ineffective	0	0%	6	22%	75	22%	6	16%	9	12%	62	19%	1	21%	5	20%	67	199
		professional	Drefessional assistance for improving	Very effective	0	0%	3	11%	51	15%	4	12%	11	16%	52	17%	N<5	N<5		10%	70	149
	policy/practice >	professional assistance for	Professional assistance for improving teaching - How effective or ineffective for	Effective	3	39%	11	45%	138	40%	16	43%	33	46%	128	43%	N<5	N<5	8	29%	170	35%
Q34B6	effectiveness >	improving	you have been the following at your	Neither effective nor ineffective	3	41%	8	33%	104	30%	9	25%	18	25%	81	27%	N<5	N<5	13	45%	147	309
	teaching	teaching	institution?	Ineffective	1	20%	1	4%	26	8%	4	11%	7	10%	29	10%	N<5	N<5	3	11%	69	149
				Very ineffective	0	0%	2	8%	27	8%	4	10%	2	3%	10	3%	N<5	N<5	2	6%	30	69
			Township to accept the second	Very effective	1	20%	5	21%	69	19%	5	15%	10	13%	43	13%	3	48%	7	20%	181	309
	policy/practice >		Travel funds to present papers or conduct research - How effective or ineffective for	Effective	2	25%	15	57%	127	35%	2	7%	25	34%	122	37%	3	52%	11	34%	217	379
Q34B7	effectiveness >	travel funds	you have been the following at your	Neither effective nor ineffective	2	28%	2	7%	56	15%	7	21%	20	26%	69	21%	0	0%	6	17%	74	139
	research		institution?	Ineffective	1	14%	4	15%	58	16%	11	35%	13	18%	55	17%	0	0%	7	23%	88	159
				Very ineffective	1	14%	0	0%	56	15%	7	21%	7	9%	37	11%	0	0%	2	6%	33	69
				Very effective	2	36%	2	13%	21	10%	1	8%	2	7%	16	10%	2	37%	1	6%	33	119
			B 11 11 11 11 11 11 11 11 11 11 11 11 11	very ellective																		
	policy/practice >	:	Paid or unpaid research leave during the	Effective	2	32%	3	17%	46	21%	5	37%	9	29%	37	22%	2	40%	2	12%	59	199
	policy/practice > effectiveness >	paid/unpaid	pre-tenure period - How effective or	•	2 2	32% 31%	3	17% 20%	46 74	21% 34%	5 4	37% 26%	9 11	29% 35%	37 64	22% 39%	2 1	40% 23%	2 6	12% 35%	59 102	
		paid/unpaid research leave		Effective	-						·						2 1 0		-			199 339 209

2 12% frequency: 50 of 72



Tenure-Track Faculty Job Satisfaction Survey

ACADEMIC AREA

	e-Track Faculty		ion Survey			IE A I TL	I / HUM.	AN EC	OLOCY		,		NAT RE						BUSIN	IEGG		
Surve	y Administratio	n 2008-09						_	All compa	rablee			All selected			rablee	Vour inet	itution			All compa	arablee
item	theme	name	description	response scale	Count	%	Count	% %	Count	%	Count	%	Count	%	Count	%	Count	%	Count	% %	Count	%
				Very effective	1	17%	4	26%	15	7%	6	19%	7	12%	29	13%	N<5	N<5	0	0%	34	12%
	policy/practice >	paid/unpaid	Paid or unpaid personal leave during the pre-tenure period - How effective or	Effective	0	0%	2	11%	56	27%	17	55%	26	49%	87	40%	N<5	N<5	4	26%	62	22%
Q34B9		personal leave	ineffective for you have been the following	Neither effective nor ineffective	3	62%	9	57%	96	46%	6	18%	14	26%	67	31%	N<5	N<5	6	46%	124	45%
	work/home	p	at your institution?	Ineffective	1	21%	0	0%	21	10%	1	3%	2	4%	16	7%	N<5	N<5	3	20%	32	12%
				Very ineffective	0	0%	1	6%	21	10%	1	4%	5	9%	20	9%	N<5	N<5	1_	8%	27	10%
		P 14	An upper limit on committee assignments	Very effective Effective	N<5	N<5	5	21% 36%	33 84	11% 29%	3 5	12%	5	8% 33%	30	12%	N<5	N<5	7	30%	123	26%
Q34B1	policy/practice > effectiveness >	upper limit on committee	for tenure-track faculty - How effective or	Neither effective nor ineffective	N<5 N<5	N<5 N<5	9	36% 11%	84 76	29% 26%	5 7	24% 33%	19 16	33% 27%	76 63	31% 26%	N<5 N<5	N<5 N<5	9 5	38% 19%	168 81	35% 17%
0	tenure	assignments	ineffective for you have been the following	Ineffective	N<5	N<5	4	17%	49	17%	3	13%	8	15%	35	14%	N<5	N<5	2	9%	63	13%
		g	at your institution?	Very ineffective	N<5	N<5	4	15%	48	17%	4	18%	10	18%	42	17%	N<5	N<5	1	4%	41	9%
				Very effective	1	23%	5	23%	61	18%	4	11%	12	20%	48	18%	3	64%	- 6	19%	122	22%
	policy/practice >	upper limit on	An upper limit on teaching obligations -	Effective	2	30%	8	35%	128	38%	12	38%	23	40%	91	34%	2	36%	18	60%	214	39%
Q34B1	effectiveness >	teaching	How effective or ineffective for you have	Neither effective nor ineffective	1	16%	3	12%	54	16%	10	30%	10	17%	57	21%	0	0%	6	18%	117	21%
'	teaching	obligations	been the following at your institution?	Ineffective	2	31%	5	22%	59	17%	4	11%	11	18%	37	14%	0	0%	1	3%	63	11%
				Very ineffective	0	0%	2	8%	36	11%	3	10%	3	5%	32	12%	0	0%	0	0%	36	7%
			Dear reviews of teaching or	Very effective	0	0%	1	3%	23	7%	2	5%	5	8%	28	10%	2	33%	0	0%	41	9%
Q34B1	policy/practice >	peer reviews of	Peer reviews of teaching or research/creative work - How effective or	Effective	3	52%	10	39%	116	35%	19	48%	29	42%	109	37%	1	17%	10	37%	168	34%
2	effectiveness >	teaching or	ineffective for you have been the following	Neither effective nor ineffective	1	15%	6	26%	91	28%	7	18%	23	32%	80	28%	2	34%	6	23%	142	29%
	climate/culture	research	at your institution?	Ineffective	1	16%	5	19%	57	17%	9	23%	11	16%	52	18%	1	16%	8	33%	95	20%
				Very ineffective	1	16%	3	13%	40	12%	2	5%	2	3%	22	7%	0	0%	2	7%	40	8%
				Very effective	N<5	N<5	1	13%	9	6%	1	5%	0	0%	5	3%	N<5	N<5	0	0%	20	9%
Q34B1	policy/practice >	-1-11-1	Childcare - How effective or ineffective for	Effective	N<5	N<5	0	0%	19	11%	0	0%	5	17%	28	19%	N<5	N<5	0	0%	44	20%
3	effectiveness > work/home	childcare	you have been the following at your institution?	Neither effective nor ineffective	N<5	N<5	5	49%	73	43%	6	34%	10	34%	43	30%	N<5	N<5	3	27%	76	34%
	work/nome		institution?	Ineffective Very ineffective	N<5 N<5	N<5 N<5	2	20% 18%	29 40	17% 23%	4 6	22% 38%	9	30% 18%	28 41	19% 29%	N<5 N<5	N<5 N<5	4	45% 28%	36 50	16% 22%
				Very effective	N<5	N<5		21%	6	23% 4%	0	0%	0	0%	41	1%	N<5	N<5	0	0%	28	14%
	nalia./araatiaa	financial	Financial assistance with housing - How	Effective	N<5	N<5	0	0%	11	8%	1	14%	0	0%	5	5%	N<5	N<5	0	0%	20	10%
Q34B1	policy/practice > effectiveness >	assistance with	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	4	61%	58	39%	1	17%	7	43%	41	40%	N<5	N<5	5	72%	78	38%
4	compensation	housing	the following at your institution?	Ineffective	N<5	N<5	1	18%	20	14%	2	22%	1	6%	15	15%	N<5	N<5	0	0%	33	16%
			3,	Very ineffective	N<5	N<5	0	0%	53	36%	4	48%	9	51%	40	39%	N<5	N<5	2	28%	47	23%
				Very effective	N<5	N<5	4	32%	29	16%	3	16%	9	20%	31	20%	N<5	N<5	- 8	40%	58	22%
	policy/practice >		Stop-the-clock for parental or other family	Effective	N<5	N<5	4	29%	57	31%	6	37%	24	53%	64	40%	N<5	N<5	5	26%	74	28%
Q34B1 5	effectiveness >	stop-the-clock	reasons - How effective or ineffective for	Neither effective nor ineffective	N<5	N<5	5	39%	67	36%	4	21%	8	17%	40	25%	N<5	N<5	5	24%	76	28%
5	work/home		you have been the following at your institution?	Ineffective	N<5	N<5	0	0%	13	7%	3	18%	2	5%	13	8%	N<5	N<5	1	4%	27	10%
			mondator.	Very ineffective	N<5	N<5	0	0%	18	10%	1	8%	2	5%	11	7%	N<5	N<5	1	6%	33	12%
				Very effective	N<5	N<5	6	39%	14	9%	0	0%	5	12%	22	13%	N<5	N<5	3	14%	22	9%
Q34B1	policy/practice >	spousal/partner	Spousal/partner hiring program - How	Effective	N<5	N<5	4	24%	25	16%	3	20%	7	16%	30	18%	N<5	N<5	3	15%	43	18%
6	effectiveness >	hiring program	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	5	31%	51	32%	5	33%	9	21%	47	28%	N<5	N<5	6	29%	80	33%
	work/home	31 -3 -	the following at your institution?	Ineffective	N<5	N<5	1	6%	29	18%	2	16%	8	17%	20	12%	N<5	N<5	2	10%	28	12%
				Very ineffective	N<5	N<5	0	0%	42	26%	5	31%	15	35%	48	29%	N<5	N<5	7	32%	68	28%
				Very effective	N<5	N<5	N/A	N/A	0	0%	0	0%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%
Q34B1	policy/practice > effectiveness >	elder care	Elder care - How effective or ineffective for		N<5	N<5	N/A	N/A	1	6% 66%	0	0% 61%	N/A	N/A N/A	2 11	13% 66%	N<5	N<5	N/A	N/A	4	11% 64%
7	work/home	elder care	you have been the following at your institution?	Neither effective nor ineffective Ineffective	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	12 3	17%	3	0%	N/A N/A	N/A N/A	11	21%	N<5 N<5	N<5 N<5	N/A N/A	N/A N/A	21 3	10%
			mondator.	Very ineffective	N<5	N<5	N/A	N/A	2	11%	2	39%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	4	11%
				Very effective	N<5	N<5	N/A	N/A	2	4%	0	0%	N/A	N/A	6	11%	N<5	N<5	N/A	N/A	10	8%
	policy/practice >		Tuition waivers - How effective or	Effective	N<5	N<5	N/A	N/A	11	23%	3	27%	N/A	N/A	23	42%	N<5	N<5	N/A	N/A	43	36%
Q34B1	effectiveness >	tuition waivers		Neither effective nor ineffective	N<5	N<5	N/A	N/A	9	18%	2	21%	N/A	N/A	14	26%	N<5	N<5	N/A	N/A	24	20%
8	compensation		at your institution?	Ineffective	N<5	N<5	N/A	N/A	12	25%	1	7%	N/A	N/A	5	9%	N<5	N<5	N/A	N/A	21	17%
				Very ineffective	N<5	N<5	N/A	N/A	14	30%	5	45%	N/A	N/A	6	11%	N<5	N<5	N/A	N/A	23	19%
				Very effective	N<5	N<5	N/A	N/A	3	8%	0	0%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	7	8%
Q34B1	policy/practice >	modified duties for parental or	Modified duties for parental or other family reasons - How effective or ineffective for	Effective	N<5	N<5	N/A	N/A	8	23%	2	22%	N/A	N/A	9	33%	N<5	N<5	N/A	N/A	21	25%
9	effectiveness >	other family	you have been the following at your	Neither effective nor ineffective	N<5	N<5	N/A	N/A	17	45%	5	55%	N/A	N/A	12	44%	N<5	N<5	N/A	N/A	31	37%
Ū	work/home	reasons	institution?	Ineffective	N<5	N<5	N/A	N/A	5	14%	1	11%	N/A	N/A	4	14%	N<5	N<5	N/A	N/A	12	15%
				Very ineffective	N<5	N<5	N/A	N/A	4	11%	1	11%	N/A	N/A	2	9%	N<5	N<5	N/A	N/A	13	15%
				Very effective	N<5	N<5	N/A	N/A	0	0%	0	0%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	5%
Q34B2	policy/practice >	part-time tenure	Part-time tenure-track position - How	Effective	N<5	N<5	N/A	N/A	1	5%	1	14%	N/A	N/A	1	8%	N<5	N<5	N/A	N/A	6	14%
0	errectiveness >	track position	effective of ineffective for you have been	Neither effective nor ineffective	N<5	N<5	N/A	N/A	15	72%	4	69%	N/A	N/A	11	76%	N<5	N<5	N/A	N/A	26	61%
	work/home	•	the following at your institution?	Ineffective	N<5	N<5	N/A	N/A	3	13%	0	0%	N/A	N/A	2	16%	N<5	N<5	N/A	N/A	4	8%
				Very ineffective	N<5	N<5	N/A	N/A	2	10%	1	16%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	5	11%
		institution makes	My institution does what it can to make	Strongly agree	0	0%	3	18%	34	13%	2	5%	2	3%	19	8%	N<5	N<5	6	24%	78	19%
Q35A	policy/practice >	having children		Somewhat agree	2	36% 45%	8	45% 5%	65 67	24% 24%	13 5	39% 14%	23	38% 25%	81 49	34%	N<5	N<5	10	42%	119 97	29% 24%
Q35A	work/home	and tenure-track	agreement or disagreement with the	Neither agree nor disagree Somewhat disagree	0	45% 0%	3	5% 17%	67 64	23%	5 11	32%	16 18	25% 28%	49 58	21% 24%	N<5 N<5	N<5 N<5	5 2	21% 9%	97 61	24% 15%
		compatible	following statements:	Strongly disagree	1	19%	3	15%	44	16%	3	10%	4	26% 6%	31	13%	N<5	N<5	1	9% 4%	51	13%
			-	S. S. Igry Glodgroo	'	1370		10/0		10/0	J	10/0		J /0	- 31	10/0	14/0	14/3		7 /0	J1	1370

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09 ACADEMIC AREA
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BUSINESS

Surve	y Auriinistratio	2000 00			Your in:	stitution	All select	ed neers	All compar	rahlee	Your insti	tution	All selecte	d neers	All compa	arablee	Your ins	etitution	All selecte	ed neers	All compa	arable
item	theme	name	description	response scale	Count	stitution %	Count	ea peers %	Count	rables %	Count Count	tution .	Count	d peers	Count	arables %	Count	www.	Count	ea peers %	Count	arables %
nom	aidilio	name	My institution does what it can to make	Strongly agree	0	0%	3	17%	29	10%	1	3%	3	5%	16	6%	1	20%		10%	52	139
		institution makes	raising children and the tenure-track	Somewhat agree	1	18%	7	38%	70	24%	11	35%	19	30%	63	25%	3	61%		20%	113	279
Q35B	policy/practice > work/home	raising children and tenure-track	compatible - Please indicate your level of	Neither agree nor disagree	1	19%	2	11%	73	25%	5	16%	14	22%	61	25%	0	0%	11	49%	123	309
	work/nome	compatible	agreement or disagreement with the	Somewhat disagree	3	64%	4	20%	73	25%	10	32%	20	32%	65	26%	1	20%	4	17%	73	189
		compatible	following statements:	Strongly disagree	0	0%	3	14%	48	16%	4	14%	7	10%	43	17%	0	0%	1	4%	54	139
			My departmental colleagues do what they	Strongly agree	0	0%	4	27%	71	25%	11	30%	12	20%	48	19%	N<5	N<5	5 5	23%	120	299
	policy/practice >	colleagues make having children	can to make having children and the	Somewhat agree	4	81%	7	43%	95	34%	10	26%	20	33%	83	33%	N<5	N<5	10	43%	119	289
Q35C	work/home	and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	1	19%	0	0%	57	20%	7	20%	18	30%	70	28%	N<5	N<5		21%	99	249
		compatible	your level of agreement or disagreement	Somewhat disagree	0	0%	1	8%	30	11%	6	15%	7	12%	27	11%	N<5	N<5		9%	48	119
		·	with the following statements:	Strongly disagree	0	0%	3	22%	29	10%	3	8%	4	6%	21	8%	N<5	N<5		4%	32	89
		colleagues make	My departmental colleagues do what they	Strongly agree	1	26%	4	27%	69	24%	11	30%	12	19%	55	21%	N<5	N<5		21%	115	279
	policy/practice >		can to make raising children and the	Somewhat agree	3	55%	6	37%	102	35%	10	26%	21	34%	81	31%	N<5	N<5		40%	129	309
Q35D	work/home	and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	1	19%	0	0%	54	19%	8	23%	18	29%	70	27%	N<5	N<5		21%	101	249
		compatible	your level of agreement or disagreement with the following statements:	Somewhat disagree	0	0%	2	14%	34	12%	5	15%	9	14%	35	13%	N<5	N<5		13%	52	129
			with the following statements.	Strongly disagree	0	0%	3	22%	29	10%	2	5%	3	4%	20	8%	N<5	N<5		4%	34	89
		colleagues are	My colleagues are respectful of my efforts	Strongly agree	1	26%	N/A	N/A	66	42%	20	46%	N/A	N/A	41	34%	5	100%		N/A	110	429
Q35E	policy/practice >	respectful of	to balance work and home responsibilities -	Somewhat agree	2	36%	N/A	N/A	48	30%	8	18%	N/A	N/A	45	37%	0	0%		N/A	80	309
Q35E	work/home	efforts to balance	Please indicate your level of agreement	Neither agree nor disagree	2	37%	N/A	N/A	23	15%	9	20%	N/A	N/A	18	15%	0	0%		N/A	44	179
		work/home	with the following statements:	Somewhat disagree	0	0% 0%	N/A N/A	N/A N/A	13 8	8% 5%	7 0	17% 0%	N/A N/A	N/A N/A	10	8% 5%	0	0% 0%		N/A N/A	15 14	69 59
				Strongly disagree	0	0%	N/A 2				3	7%			6	17%	2			34%	171	29
			How estisfied or disperient at a second	Very satisfied Satisfied	2	0% 25%	9	8% 36%	31 170	8% 44%	3 27	7% 57%	20 30	23% 35%	61 142	17% 39%	4	34% 66%		34% 27%	171 228	389
Q36	policy/practice >	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and		3	42%	9	36% 4%	39	10%	6	12%	30 10	35% 11%	142	39% 15%	0	0%		27% 17%	228 75	139
Q30	compensation	compensation	benefits)?	Dissatisfied	1	20%	8	32%	96	25%	10	22%	21	24%	73	20%	0	0%		17%	86	14
				Very dissatisfied	1	14%	5	20%	53	14%	10	2%	6	7%	34	9%	0	0%		5%	35	6
				Very satisfied	0	0%	0	0%	25	6%	4	9%	6	7%	32	9%	2	30%		14%	94	169
		ability to balance	How satisfied or dissatisfied are you with	Satisfied	1	13%	6	23%	127	32%	15	33%	25	28%	102	28%	2	36%		52%	240	409
Q37	policy/practice >	between	the balance between professional time and		3	39%	3	11%	57	15%	10	21%	14	16%	63	17%	0	0%		13%	105	189
	work/home	professional and	personal or family time?	Dissatisfied	3	47%	11	44%	120	31%	13	27%	26	30%	118	32%	2	34%		21%	112	199
		personal time		Very dissatisfied	0	0%	6	22%	62	16%	5	11%	16	18%	54	15%	0	0%		0%	43	79
			The fairness with which your immediate	Very satisfied	0	0%	13	53%	162	44%	23	49%	34	41%	149	42%	3	61%		36%	209	379
		fairness of	supervisor evaluates your work - Please	Satisfied	5	72%	9	35%	110	30%	20	44%	35	42%	129	37%	2	39%		37%	190	349
Q38A	climate, culture,	immediate	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	2		1	4%	37	10%	3	7%	6	7%	36	10%	0	0%		13%	71	139
	collegiality	supervisor's evaluations	dissatisfaction with the following aspects of	Dissatisfied	0	0%	2	7%	36	10%	0	0%	5	6%	21	6%	0	0%	4	11%	56	109
		evaluations	your workplace:	Very dissatisfied	0	0%	0	0%	20	5%	0	0%	3	3%	17	5%	0	0%	1	3%	34	69
			The interest tenured faculty take in your	Very satisfied	0	0%	9	33%	98	25%	12	25%	24	30%	95	26%	3	47%	6	19%	160	279
	-11	interest tenured	professional development - Please indicate	Satisfied	3	53%	8	31%	124	32%	17	38%	25	30%	118	33%	2	36%	10	32%	176	309
Q38B	climate, culture, collegiality	faculty take in your professional		Neither satisfied nor dissatisfied	2	33%	0	0%	60	16%	7	15%	11	13%	64	18%	1	17%	7	22%	102	179
	conceptanty	development	with the following aspects of your	Dissatisfied	1	14%	3	13%	56	14%	9	19%	14	17%	57	16%	0	0%	5	16%	74	139
			workplace:	Very dissatisfied	0	0%	6	23%	48	12%	2	4%	8	10%	29	8%	0	0%	4	12%	72	129
			Vous apportunities to collaborate with	Very satisfied	0	0%	4	15%	83	21%	15	32%	20	24%	101	28%	2	31%	6	18%	127	229
	climate, culture,	opportunities to	Your opportunities to collaborate with tenured faculty - Please indicate your level	Satisfied	3	39%	6	22%	118	31%	18	40%	31	38%	118	32%	3	53%	10	31%	149	269
Q38C	collegiality	collaborate with	of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	3	47%	7	29%	64	16%	6	12%	9	11%	54	15%	0	0%	8	26%	126	229
		tenured faculty	following aspects of your workplace:	Dissatisfied	0	0%	4	14%	70	18%	7	14%	10	12%	55	15%	1	16%		10%	87	159
				Very dissatisfied	1	14%	5	20%	52	13%	1	2%	12	15%	37	10%	0	0%		15%	91	169
		value faculty in	The value faculty in your department place	Very satisfied	1	20%	N/A	N/A	30	27%	11	24%	N/A	N/A	27	28%	3	47%		N/A	67	319
06-5	climate, culture,		on your work - Please indicate your level of	Satisfied	3	41%	N/A	N/A	42	38%	17	38%	N/A	N/A	37	39%	3	53%		N/A	73	339
Q38D	collegiality	place on your	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	3	39%	N/A	N/A	16	14%	9	21%	N/A	N/A	18	20%	0	0%		N/A	43	209
		work	following aspects of your workplace:	Dissatisfied	0	0%	N/A	N/A	11	10%	4	10%	N/A	N/A	7	8%	0	0%		N/A	24	119
				Very dissatisfied	0	0%	N/A	N/A	11	10%	3	7%	N/A	N/A	5	5%	0	0%		N/A	12	59
		amount of	The amount of professional interaction you	Very satisfied	0	0%	6	22%	80	21%	12	27%	21	24%	95	26%	2	31%		20%	152	269
Q39A	climate, culture,	professional	have with tenuredcolleagues in your	Satisfied Neither satisfied nor dissatisfied	3 2	47% 25%	9	37% 10%	143 62	37% 16%	20 6	43% 13%	31 15	36% 18%	126 56	34% 15%	2	36% 17%		32% 30%	170 110	299 199
Q39A	collegiality	interaction with tenured	department - Please indicate your level of satisfaction or dissatisfaction with the	Dissatisfied	_	25%	-		62 60	16% 15%	6 7	13%		18% 13%	56 62	15% 17%	1			30% 9%	110 86	15
		colleagues	following aspects of your workplace:		2		3	12%	60 43		1		12 8				1	16%				
				Very dissatisfied	0	0%	5	19% 27%	88	11% 23%	9	2%		9%	31	8% 23%	2	0%		8%	62	11°
		amount of	The amount of personal interaction you	Very satisfied Satisfied	3	20% 39%	9	37%	135	23% 35%	13	20% 28%	23 24	27% 28%	86 132	36%	2	33% 34%		21% 44%	169 209	36
Q39B	climate, culture,	personal interaction with	have with tenured colleagues in your department - Please indicate your level of	Neither satisfied nor dissatisfied	3	28%	3	12%	89	23%	13	28%	24 19	28%	83	23%	0	34% 0%		20%	209 111	19
2000	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	0	26% 0%	2	9%	43	11%	10	21%	13	15%	43	12%	2	33%		9%	57	10
		colleagues	following aspects of your workplace:	Very dissatisfied	1	14%	4	16%	43 27	7%	2	5%	7	8%	24	6%	0	0%		6%	35	6'
				Very satisfied	1	20%	9	36%	124	33%	11	25%	24	31%	96	28%	0	0%		29%	187	33'
		amount of professional	The amount of professional interaction you have with pre-tenure colleagues in your	Satisfied	4	67%	11	41%	138	37%	23	49%	29	37%	131	38%	4	82%		41%	212	37
Q39C	climate, culture,	interaction with		Neither satisfied nor dissatisfied	1	14%	3	12%	61	16%	6	14%	13	17%	59	17%	0	02 %		11%	90	169
2000	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	0	0%	2	7%	43	11%	6	13%	9	11%	45	13%	0	0%		13%	49	99
		colleagues	following aspects of your workplace:	Very dissatisfied	0		1	4%	11	3%	0	0%	3	4%	14	4%	1	18%		6%	28	59
				vory dissatisticu	U	0 /0	- 1	7/0	- ''	J /0	U	0 /0	<u> </u>	7/0	1**	7/0		10 /0				

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HEALTH / HUMAN ECOLOGY



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA AGRI / NAT RES / ENV SCI

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Surve	y Administratio	11 2006-09				EALII	1 / HUIVI		OLOGY		-	AGRI		:S/EN					BUSIN			
item	theme	name	description	response scale	Your ins	titution %	All selecte Count	d peers %	All compa Count	rables %	Your inst	itution %	All selected Count	d peers %	All compa Count	rables %	Your ins	titution %	All selecte Count	ed peers %	All compa Count	arables
- ROIII	uienie	amount of	· · · · · · · · · · · · · · · · · · ·	Very satisfied	1	20%	12	47%	128	34%	9	20%	25	32%	93	27%	1	22%	9	30%	200	35%
		personal	The amount of personal interaction you have with pre-tenure colleagues in your	Satisfied	5	80%	8	30%	141	37%	17	37%	27	34%	130	37%	3	59%	11	37%	226	40%
Q39D	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	0	0%	4	16%	70	18%	11	24%	15	19%	73	21%	0	0%	6	20%	84	15%
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	0	0%	1	4%	31	8%	8	17%	10	12%	40	11%	1	18%	2	8%	44	8%
		colleagues	following aspects of your workplace:	Very dissatisfied	0	0%	1	4%	8	2%	1	2%	2	3%	11	3%	0	0%	2	5%	15	3%
			How well you fit (e.g., your sense of	Very satisfied	0	0%	10	38%	133	34%	12	27%	21	24%	114	31%	3	50%	7	22%	211	36%
	climate, culture,		belonging, your comfort level) in your	Satisfied	4	58%	8	32%	135	35%	16	36%	33	39%	136	37%	2	33%	14	44%	189	32%
Q40	collegiality	how well you fit	department - Please indicate your level of	Neither satisfied nor dissatisfied	3	42%	1	3%	41	11%	10	22%	12	13%	48	13%	0	0%	3	9%	86	15%
			satisfaction or dissatisfaction with the	Dissatisfied	0	0%	3	12%	47	12%	5	11%	14	17%	49	13%	0	0%	5	14%	62	11%
			following aspects of your workplace:	Very dissatisfied	0	0%	4	15%	33	8%	2	4%	6	7%	22	6%	1	17%	3	11%	41	7%
			The intellectual vitality of the tenured	Very satisfied	1	20%	9	35%	91	24%	10	22%	12	14%	71	20%	2	31%	4	13%	150	26%
044	climate, culture,		colleagues in your department - Please	Satisfied	2	27%	9	34%	122	32%	19	41%	22	26%	120	33%	2	36%	13	44%	170	29%
Q41	collegiality	of tenured colleagues	indicate your level of satisfaction or dissatisfaction with the following aspects of	Neither satisfied nor dissatisfied	3	39%	3	11%	55	14%	7	15%	20	24%	69	19%	1	17%	9	31%	104	18%
		colleagues	your workplace:		1	14% 0%	4	15%	62	16%	8	19%	22	25% 11%	61 44	17%	0	0%	2	7%	89 71	15%
			,	Very dissatisfied Very satisfied	1	20%	N/A	4% N/A	53 32	14% 29%	13	2% 28%	10 N/A	N/A	28	12% 31%	1	16% 20%	N/A	6% N/A	71	12% 38%
		intolloctual vitality	,	Satisfied	5	69%	N/A	N/A	45	42%	24	52%	N/A	N/A	39	43%	2	42%	N/A	N/A	86	41%
Q41A	climate, culture,	of pre-tenure	The intellectual vitality of pre-tenure faculty	Neither satisfied nor dissatisfied	1	12%	N/A	N/A	45 22	20%	8	18%	N/A N/A	N/A	18	19%	1	20%	N/A N/A	N/A N/A	31	15%
~ 11/1	collegiality	colleagues	in your department	Dissatisfied	0	0%	N/A	N/A	5	5%	1	2%	N/A	N/A	4	4%	0	0%	N/A	N/A	9	5%
				Very dissatisfied	0	0%	N/A	N/A	4	4%	0	0%	N/A	N/A	2	2%	1	18%	N/A	N/A	3	2%
				Very satisfied	1	20%	N/A	N/A	16	15%	7	17%	N/A	N/A	11	12%	N<5	N<5	N/A	N/A	63	31%
		participation in	Opportunities for participation, appropriate	Satisfied	3	53%	N/A	N/A	48	46%	15	35%	N/A	N/A	35	40%	N<5	N<5		N/A	73	36%
Q41B	climate, culture,	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	2	28%	N/A	N/A	30	29%	15	34%	N/A	N/A	35	39%	N<5	N<5	N/A	N/A	50	24%
	collegiality	institution	institution	Dissatisfied	0	0%	N/A	N/A	9	9%	3	8%	N/A	N/A	5	5%	N<5	N<5	N/A	N/A	10	5%
				Very dissatisfied	0	0%	N/A	N/A	2	2%	3	7%	N/A	N/A	2	2%	N<5	N<5	N/A	N/A	8	4%
				Very satisfied	1	20%	N/A	N/A	29	27%	10	23%	N/A	N/A	13	14%	N<5	N<5	N/A	N/A	67	32%
	climate, culture,	participation in	Opportunities for participation, appropriate	Satisfied	4	67%	N/A	N/A	47	44%	19	42%	N/A	N/A	40	44%	N<5	N<5	N/A	N/A	80	38%
Q41C	collegiality	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	1	14%	N/A	N/A	20	19%	8	19%	N/A	N/A	30	32%	N<5	N<5	N/A	N/A	40	19%
		department	department	Dissatisfied	0	0%	N/A	N/A	7	7%	3	8%	N/A	N/A	6	7%	N<5	N<5	N/A	N/A	9	4%
				Very dissatisfied	0	0%	N/A	N/A	4	4%	4	9%	N/A	N/A	2	3%	N<5	N<5	N/A	N/A	13	6%
			On the whole, my institution is collegial -	Strongly agree	2	33%	N/A	N/A	69	40%	23	49%	N/A	N/A	60	44%	5	84%	N/A	N/A	163	53%
040	climate, culture,	on the whole,	Please indicate your level of agreement or	Somewhat agree	4	67%	N/A	N/A	64	38%	17	37%	N/A	N/A	51	37%	0	0%	N/A	N/A	103	34%
Q42	collegiality	institution is collegial	disagreement with the following	Neither agree nor disagree	0	0%	N/A	N/A	13	8%	3	7%	N/A	N/A	11 9	8%	1	16%	N/A	N/A	13	4%
		conegiai	statements.	Somewhat disagree Strongly disagree	0	0% 0%	N/A N/A	N/A N/A	14 10	8% 6%	0	7% 0%	N/A N/A	N/A N/A	6	7% 4%	0	0% 0%	N/A N/A	N/A N/A	20 8	6% 3%
				Very satisfied	1	20%	1N/A 8	31%	116	30%	16	35%	26	31%	115	31%	4	67%	9	28%	199	33%
			All things considered, how satisfied or	Satisfied	4	67%	12	46%	173	44%	21	46%	38	45%	163	44%	1	16%	15	48%	244	41%
Q45A	global	department as a	dissatisfied are you with your department	Neither satisfied nor dissatisfied	1	14%	2	8%	28	7%	3	8%	8	9%	35	10%	0	0%	4	12%	57	10%
	satisfaction	place to work	as a place to work?	Dissatisfied	0	0%	2	7%	54	14%	4	9%	9	11%	41	11%	1	17%	3	8%	67	11%
				Very dissatisfied	0	0%	2	8%	19	5%	1	2%	3	4%	14	4%	0	0%	1	3%	28	5%
				Very satisfied	0	0%	7	27%	71	18%	7	16%	16	19%	78	21%	4	67%	4	12%	122	21%
	-1-11		All things considered, how satisfied or	Satisfied	6	86%	9	34%	197	51%	23	50%	40	47%	174	47%	1	16%	25	78%	284	48%
Q45B	global satisfaction	institution as a place to work	dissatisfied are you with your institution as	Neither satisfied nor dissatisfied	1	14%	2	8%	60	15%	13	28%	17	20%	66	18%	1	17%	1	4%	95	16%
	Satisfaction	place to work	a place to work?	Dissatisfied	0	0%	7	28%	50	13%	3	7%	10	12%	39	11%	0	0%	1	3%	70	12%
				Very dissatisfied	0	0%	1	3%	12	3%	0	0%	3	3%	11	3%	0	0%	1	3%	23	4%
				Chancellor	1	23%	6	29%	29	9%	7	22%	9	15%	14	5%	N<5	N<5	3	15%	34	7%
				President	0	0%	3	13%	69	22%	0	0%	7	12%	63	24%	N<5	N<5	3	12%	62	13%
Q46A	global		Who serves as the chief academic officer	Vice President for Academic Affairs	0	0%	2	10%	25	8%	1	3%	2	3%	21	8%	N<5	N<5	1	4%	38	8%
	satisfaction	officer	at your institution?	Academic Dean	0	0%	0	0%	48	15%	3	9%	4	7%	17	6%	N<5	N<5	1	6%	94	20%
				Provost	4	77%	10	48%	145	46%	21	66%	38	63%	148	55%	N<5	N<5	14	63%	235	50%
				Other	0	0%	0	0%	2	1%	0	0%	0 4	0%	5	2%	N<5	N<5	0	0%	7	1%
		CAO ea	The person who serves as the chief	Strongly agree	3	0% 62%	3	18% 38%	45 88	17% 34%	4 5	16% 19%	•	9% 45%	34 67	17% 33%	N<5	N<5	3 4	17%	85 110	23% 29%
Q46B	global	CAO cares about quality of life for	academic officer at my institution seems to	Somewhat agree Neither agree nor disagree	3	38%	6 0	38% 0%	88 64	24%	5 7	30%	18 7	45% 16%	67 56	33% 27%	N<5 N<5	N<5 N<5	4 5	26% 28%	110 98	29% 26%
Q+0D	satisfaction	pre-tenure faculty		Somewhat disagree	0	0%	6	38%	35	13%	5	22%	9	23%	30	15%	N<5	N<5	3	17%	39	11%
		F. J. toriaro idouity	faculty.	Strongly disagree	0	0%	1	36% 6%	31	12%	3	13%	3	23% 7%	18	9%	N<5	N<5	2	11%	39 40	11%
				For the rest of my career	2	39%	4	17%	70	19%	13	30%	6	8%	62	18%	1	14%	3	10%	90	17%
	global	how long will	Assuming you achieve tenure, how long do		3	61%	10	40%	166	45%	22	51%	39	48%	163	48%	4	69%	12	41%	232	43%
Q47	satisfaction	remain at	you plan to remain at your institution?	For no more than 5 years after earning		0%	5	21%	44	12%	4	9%	16	20%	46	13%	0	0%	6	19%	62	11%
		institution	•	I haven't thought that far ahead	0	0%	5	22%	88	24%	4	9%	19	23%	71	21%	1	17%	9	30%	161	30%
				Prefer to work at another academic in	N<5	N<5	N/A	N/A	10	66%	N<5	N<5	N/A	N/A	7	75%	N<5	N<5	-	N/A	11	56%
0475	global		Why do you plan to remain at your	Prefer to work in private industry	N<5	N<5	N/A	N/A	1	6%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%
Q47B	satisfaction		institution for no more than five years after earning tenure?	Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%
		uiaii 3 yeais	canning tenure:	Other	N<5	N<5	N/A	N/A	4	28%	N<5	N<5	N/A	N/A	2	25%	N<5	N<5	N/A	N/A	9	44%





Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA HEALTH / HUMAN ECOLOGY AGRI / NAT RES / ENV SCI

BUSINESS

					Your inst	itution	All selecte	d peers	All compa	rables	Your insti	tution	All selecte	d peers	All compa	rables	Your inst	itution	All selecte	d peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Strongly agree	2	31%	12	47%	169	45%	22	51%	35	41%	169	47%	4	67%	12	40%	248	43%
	alahal	would again	, If I could do it over, I would again choose	Somewhat agree	2	32%	6	24%	116	30%	15	35%	30	36%	115	32%	1	16%	12	42%	173	30%
Q48	global	choose to work a	to to work at this institution.	Neither agree nor disagree	2	38%	2	7%	37	10%	1	2%	6	7%	31	9%	0	0%	0	0%	64	11%
			to to work at this institution.	Somewhat disagree	0	0%	3	13%	43	11%	4	9%	10	11%	32	9%	1	17%	3	10%	55	10%
	this institution			Strongly disagree	0	0%	2	8%	16	4%	1	2%	3	4%	15	4%	0	0%	3	9%	30	5%
	would		If a candidate for a tenure-track faculty	Strongly recommend dept	3	41%	16	60%	165	43%	25	55%	35	42%	163	46%	4	67%	14	45%	261	46%
Q49	global satisfaction	recommend department as a	position asked you about your department	Recommend with reservations	4	59%	8	32%	184	48%	19	43%	46	55%	177	49%	2	33%	16	52%	263	46%
		place to work	as a place to work, would you:	Not recommend dept	0	0%	2	8%	31	8%	1	2%	2	3%	18	5%	0	0%	1	3%	43	8%
	·			Great	1	13%	5	20%	61	16%	9	20%	10	13%	70	20%	4	67%	4	13%	120	21%
			Llour de veu rete veur institution es e place	Good	3	39%	12	45%	184	47%	26	56%	45	54%	185	51%	2	33%	20	64%	280	48%
			How do you rate your institution as a place for junior faculty to work?	So-so	3	47%	9	35%	114	29%	11	23%	23	27%	86	24%	0	0%	6	19%	136	23%
	Janorachon	monutation	for junior faculty to work:	Bad	0	0%	0	0%	18	5%	1	2%	3	3%	12	3%	0	0%	1	2%	29	5%
				Awful	0	0%	0	0%	11	3%	0	0%	3	3%	7	2%	0	0%	1	3%	20	4%
				Awful	0	0%	0	0%	11	3%	0	0%	3	3%	7	2%	0	0%	1	3%	20	



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA MED SCHOOLS / HEALTH PROF

OTHER PROFESSIONS

Surve	y Auriinistratioi	11 2000 03			Your ins	titution	All salacto	ad peers	All compar	ahlae	Your insti		All selected	1 neers	All compa	rables	Your ins	titution	All select		All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	eu peers %	Count	%
110111	aidillo	name	ассолраст	Very clear	1	7%	12	28%	122	18%	1	22%	3	5%	103	12%	1	11%	5	10%	103	16%
				Fairly clear	7	57%	27	60%	362	53%	4	78%	41	60%	413	49%	3	32%	25	53%	337	52%
Q19	tenure practices	tenure process	I find the tenure process in my department	Neither clear nor unclear	0	0%	2	4%	62	9%	0	0%	10	15%	130	16%	2	25%	9	18%	76	12%
	overall		to be	Fairly unclear	5	36%	4	8%	104	15%	0	0%	10	15%	140	17%	3	31%	7	15%	89	14%
				Very unclear	0	0%	0	0%	30	4%	0	0%	4	6%	53	6%	0	0%	3	6%	48	7%
				Very clear	0	0%	13	30%	104	15%	1	22%	4	6%	97	12%	2	21%		12%	93	14%
				Fairly clear	7	57%	21	47%	340	50%	3	60%	36	52%	410	49%	2	23%		44%		49%
Q20	tenure practices	tenure criteria	I find the tenure criteria (what things are	Neither clear nor unclear	2	19%	3	6%	84	12%	1	18%	17	24%	152	18%	1	11%		13%	94	15%
	overall		evaluated) in my department to be	Fairly unclear	3	24%	8	17%	115	17%	0	0%	8	11%	124	15%	3	35%		16%	93	14%
				Very unclear	0	0%	0	0%	37	5%	0	0%	5	7%	58	7%	1	10%		15%	52	8%
				Very clear	0	0%	8	18%	67	10%	0	0%	2	3%	68	8%	0	0%		10%	57	9%
			I find the tenure standards (the	Fairly clear	6	47%	17	37%	278	41%	5	100%	33	48%	330	39%	3	34%		35%	251	39%
Q21	tenure practices	tenure standards	s performance threshold) in my department	Neither clear nor unclear	2	19%	5	11%	124	18%	0	0%	13	19%	194	23%	2	21%		19%	134	21%
	overall		to be	Fairly unclear	3	23%	12	27%	143	21%	0	0%	14	20%	177	21%	1	11%		23%	125	19%
				Very unclear	1	10%	3	6%	68	10%	0	0%	7	10%	71	8%	3	34%		13%	85	13%
				Very clear	1	10%	9	20%	87	13%	1	22%	3	5%	89	11%	0	0%		12%	61	9%
			I find the body of evidence that will be	Fairly clear	5	40%	22	49%	315	46%	4	78%	27	40%	343	41%	3	32%		39%	286	44%
Q22	tenure practices		considered in making my tenure decision	Neither clear nor unclear	3	27%	7	15%	117	17%	0	0%	19	28%	182	22%	4	44%		23%	128	20%
	overall	evidence	to be	Fairly unclear	3	23%	7	16%	128	19%	0	0%	15	22%	164	20%	2	24%		16%	112	17%
				Very unclear	0	0%	0	0%	32	5%	0	0%	4	6%	58	7%	0	0%		10%	62	10%
				Very clear	1	10%	- 8	17%	123	18%	1	18%	8	12%	109	13%	1	11%		16%	105	16%
				Fairly clear	5	40%	21	46%	290	43%	3	60%	28	41%	325	39%	3	34%		31%	276	43%
Q23	tenure practices	sense of	My sense of whether or not I will achieve	Neither clear nor unclear	4	35%	10	21%	146	22%	0	0%	18	27%	222	27%	4	45%		32%	152	24%
	overall	achieving tenure	tenure is	Fairly unclear	1	7%	7	16%	80	12%	1	22%	8	12%	126	15%	0	0%		13%	64	10%
				Very unclear	1	7%	0	0%	32	5%	0	0%	5	7%	53	6%	1	10%		8%	46	7%
				Very clear	1	7%	11	24%	129	19%	3	62%	7	11%	173	20%	0	0%		11%	106	16%
	tenure		A scholar - Is what's expected in order to	Fairly clear	7	58%	24	54%	327	48%	2	38%	36	53%	409	49%	3	34%		48%	304	47%
Q24A		expectations >	earn tenure CLEAR to you regarding your	Neither clear nor unclear	3	28%	3	6%	73	11%	0	0%	8	12%	116	14%	2	25%		17%	94	15%
	clarity	clarity > scholar	performance as:	Fairly unclear	1	7%	7	17%	129	19%	0	0%	16	23%	117	14%	3	31%		18%	104	16%
	•		•	Very unclear	0	0%	0	0%	21	3%	0	0%	1	1%	27	3%	1	10%		6%	39	6%
				Very clear	2	17%	9	21%	141	21%	0	0%	3	4%	102	12%	1	11%		14%	123	20%
	tenure		A teacher - Is what's expected in order to	Fairly clear	4	31%	19	43%	340	50%	5	100%	34	51%	380	46%	7	75%		33%	307	49%
Q24B		expectations >	earn tenure CLEAR to you regarding your	Neither clear nor unclear	2	18%	11	24%	100	15%	0	0%	16	24%	157	19%	1	14%	13	26%	91	15%
	clarity	clarity > teacher	performance as:	Fairly unclear	3	27%	4	10%	77	11%	0	0%	13	19%	157	19%	0	0%	12	24%	83	13%
	•		•	Very unclear	1	8%	1	3%	16	2%	0	0%	1	2%	37	4%	0	0%		2%	19	3%
				Very clear	0	0%	3	6%	60	9%	N<5	N<5	2	3%	68	9%	1	13%		8%	68	13%
	tenure		An advisor to students - Is what's expected		5	40%	11	25%	222	35%	N<5	N<5	19	30%	237	30%	2	29%		19%		29%
Q24C		expectations >	in order to earn tenure CLEAR to you	Neither clear nor unclear	4	33%	15	33%	152	24%	N<5	N<5	22	34%	228	28%	2	32%		29%	149	28%
	clarity	clarity > advisor	regarding your performance as:	Fairly unclear	2	15%	11	24%	145	23%	N<5	N<5	13	20%	201	25%	2	26%		25%	106	20%
				Very unclear	1	12%	6	12%	57	9%	N<5	N<5	8	12%	68	8%	0	0%		19%	61	11%
				Very clear	0	0%	4	8%	69	10%	0	0%	2	3%	74	9%	0	0%		7%	59	9%
	tenure	expectations >	A colleague in your department - Is what's		4	31%	9	19%	236	35%	3	56%	23	35%	252	31%	3	34%		25%	246	39%
Q24D		clarity >	expected in order to earn tenure CLEAR to		3	24%	16	34%	154	23%	2	44%	19	29%	222	27%	4	46%		36%	150	24%
	clarity	colleague in department	you regarding your performance as:	Fairly unclear	2	16%	13	28%	137	21%	0	0%	15	23%	198	24%	1	10%		25%	115	18%
		department		Very unclear	4	29%	5	11%	69	10%	0	0%	6	9%	73	9%	1	10%		8%	64	10%
				Very clear	0	0%	3	6%	55	8%	0	0%	2	3%	51	6%	0	0%		0%	48	8%
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly clear	4	32%	10	21%	211	32%	3	59%	14	22%	221	27%	3	37%		23%	196	31%
Q24E			order to earn tenure CLEAR to you	Neither clear nor unclear	4	33%	14	30%	184	28%	1	19%	21	31%	231	28%	3	37%		33%	158	25%
	clarity	citizen	regarding your performance as:	Fairly unclear	2	16%	12	25%	139	21%	1	22%	20	30%	212	26%	0	0%		31%	153	24%
	-			Very unclear	2	19%	8	18%	76	11%	0	0%	9	14%	96	12%	2	27%		12%	74	12%
				Very clear	0	0%	4	8%	43	7%	N<5	N<5	1	2%	42	5%	0	0%		0%	39	6%
	tenure	expectations >	A member of the broader community - Is	Fairly clear	4	31%	10	22%	189	28%	N<5	N<5	13	21%	193	24%	4	44%		21%	167	27%
Q24F		clarity > member	what's expected in order to earn tenure	Neither clear nor unclear	3	26%	13	29%	172	26%	N<5	N<5	21	32%	220	28%	2	23%		32%	178	29%
	clarity	of community	CLEAR to you regarding your performance	Fairly unclear	4	32%	10	21%	174	26%	N<5	N<5	23	36%	230	29%	1	10%		24%	151	24%
	,	,	as:	Very unclear	1	12%	9	19%	87	13%	N<5	N<5	6	9%	109	14%	2	24%		23%	84	14%
				Very reasonable	1	8%	10	21%	121	18%	1	18%	6	9%	164	20%	1	11%	8	17%	137	21%
	tenure	expectations ~	A scholar - Is what's expected in order to	Fairly reasonable	6	49%	18	41%	302	45%	4	82%	31	47%	350	42%	2	23%		45%	260	41%
Q25A		reasonableness		Neither reasonable nor unreasonable		16%	8	19%	140	21%	0	0%	19	28%	204	25%	5	55%		23%	135	21%
	reasonableness	> scholar	regarding your performance as:	Fairly unreasonable	2	15%	8	18%	92	14%	0	0%	8	12%	90	11%	1	11%		10%	82	13%
			5 - 57 1	Very unreasonable	1	12%	1	2%	21	3%	0	0%	3	4%	22	3%	0	0%	3	5%	25	4%
				Very reasonable	2	17%	17	37%	188	28%	0	0%	7	11%	159	19%	2	21%		15%	173	28%
	tenure	evnectations -	A teacher - Is what's expected in order to	Fairly reasonable	5	41%	9	19%	264	39%	4	81%	28	42%	344	42%	6	65%		35%	259	42%
Q25B		reasonableness		Neither reasonable nor unreasonable		35%	16	35%	143	21%	1	19%	27	41%	245	30%	1	14%		42%	136	22%
Q0D	reasonableness	> teacher	regarding your performance as:	Fairly unreasonable	1	7%	3	7%	63	9%	0	0%	3	4%	59	7%	0	0%		8%	39	6%
			- 5	Very unreasonable	0	0%	1	2%	14	2%	0	0%	1	1%	14	2%	0	0%		0%	7	1%
				vory unicasonable	U	0 /0		2 /0	14	2 /0	U	0 /0		1 /0	14	2 /0	U	0 %	. 0	0 /0		1 /0

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The Collaborative on Academic Careers in Higher Education

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ACADEMIC AREA

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item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very reasonable	0	0%	3	6%	97	15%	N<5	N<5	1	1%	111	14%	1	13%	4	8%	102	199
	tenure				5	39%	10	23%	201	32%	N<5	N<5	19	29%	225	29%	3	42%	10	22%	156	309
Q25C	expectations:	reasonableness	in order to earn tenure REASONABLE to	Neither reasonable nor unreasonable	6	46%	27	59%	242	38%	N<5	N<5	41	64%	394	50%	3	45%	30	64%	215	419
	reasonableness	> advisor	you regarding your performance as:	Fairly unreasonable	2	15%	5	11%	71	11%	N<5	N<5	3	4%	43	5%	0		2	4%	41	89
				Very unreasonable	0	0%	1	2%	22	4%	N<5	N<5	1	2%	15	2%	0	0%	1	2%	10	29
		avacatations -	A collegate in your department. In what's	Very reasonable	0	0%	4	8%	111	17%	0	0%	8	12%	133	17%	0	0%	3	6%	119	199
	tenure		A colleague in your department - Is what's expected in order to earn tenure	Fairly reasonable	4	31%	13	28%	218	33%	4	78%	17	26%	221	27%	3	34%	13	26%	201	329
Q25D	expectations:		REASONABLE to you regarding your	Neither reasonable nor unreasonable	7	55%	26	56%	264	40%	1	22%	37	58%	391	49%	6	66%	27	56%	243	399
	reasonableness	department	performance as:	Fairly unreasonable	1	7%	2	5%	42	6%	0	0%	2	3%	45	6%	0	0%	4	8%	43	79
		·	·	Very unreasonable	1	7%	2	4%	27	4%	0	0%	1	2%	14	2%	0	0%	2	4%	15	29
				Very reasonable	0	0%	7	16%	102	15%	0	0%	3	4%	87	11%	0	0%	3	7%	93	159
	tenure	expectations >	A campus citizen - Is what's expected in	Fairly reasonable	4	32%	4	8%	171	26%	3	59%	13	20%	203	26%	3	37%	9	20%	176	299
Q25E	expectations:		order to earn tenure REASONABLE to you	Neither reasonable nor unreasonable	9	68%	34	74%	334	50%	2	41%	45	68%	448	57%	5	63%	30	67%	309	509
	reasonableness	> campus citizen	regarding your performance as:	Fairly unreasonable	0	0%	0	0%	35	5%	0	0%	4	6%	40	5%	0	0%	3	6%	31	59
				Very unreasonable	0	0%	1	2%	19	3%	0	0%	1	2%	14	2%	0	0%	0	0%	7	19
				Very reasonable	1	8%	3	6%	79	12%	N<5	N<5	1	2%	74	10%	0	0%	2	5%	75	139
	tenure		A member of the broader community - Is	Fairly reasonable	3	22%	11	24%	190	29%	N<5	N<5	16	25%	191	25%	4	44%	6	14%	159	269
Q25F	expectations:	reasonableness	what's expected in order to earn tenure	Neither reasonable nor unreasonable	9	69%	29	64%	330	50%	N<5	N<5	44	68%	452	58%	5	56%	31	73%	326	549
	reasonableness	> member of	REASONABLE to you regarding your	Fairly unreasonable	0	0%	1	2%	46	7%	N<5	N<5	2	3%	43	5%	0	0%	3	7%	32	5
		community	performance as:	Very unreasonable	0	0%	2	4%	17	3%	N<5	N<5	1	2%	15	2%	0	0%	1	2%	9	1'
		annintant		Strongly agree	1	8%	11	24%	98	15%	1	22%	8	12%	117	14%	1	11%	6	12%	91	14
		consistent	I have received consistent messages from	Somewhat agree	5	41%	14	31%	213	32%	3	60%	23	34%	239	29%	2	23%	19	40%	188	309
Q26	tenure practices	tenure from	senior colleagues about the requirements	Neither agree nor disagree	0	0%	6	13%	51	8%	0	0%	6	9%	100	12%	1	10%	1	2%	54	9
QZO	overall	tenured	for tenure.	Somewhat disagree	6	50%	11	24%	172	26%	0	0%	20	30%	206	25%	3	35%	11	22%	168	27'
		colleagues	ior toriaro.	Strongly disagree	0	0%	4	8%	131	20%	1	18%	9	14%	155	19%	2	21%	11	24%	132	219
					1	7%		30%	144	23%	2	41%	18		229	29%	4	45%	11	25%	163	279
			In my opinion, tenure decisions here are	Strongly agree			13							31%		38%						349
0074	tenure practices	tenure decisions	made primarily on performance-based	Somewhat agree	5	41%	16	37%	253	40%	3	59%	23	38%	299		2	25%	17	38%	211	
Q27A	overall	based on	criteria rather than on non-performance	Neither agree nor disagree	1	7%	3	8%	73	11%	0	0%	7	11%	112	14%	1	10%	7	15%	76	129
		performance	criteria.	Somewhat disagree	5	36%	6	14%	102	16%	0	0%	7	12%	97	12%	2		8	17%	108	189
				Strongly disagree	1	8%	4	10%	66	10%	0	0%	5	8%	52	7%	0	0%	2	4%	54	99
			The way you spend your time as a faculty	Very satisfied	4	36%	11	23%	146	22%	1	18%	19	28%	205	25%	1	11%	14	29%	154	249
	nature of work	way you spend	The way you spend your time as a faculty member - Please indicate your level of	Satisfied	4	31%	20	42%	346	51%	4	82%	33	48%	422	51%	7	79%	23	48%	319	509
Q28	overall	your time as a	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	0	0%	5	10%	50	7%	0	0%	5	7%	71	9%	0	0%	2	4%	58	99
	ovora	faculty member	following:	Dissatisfied	4	34%	11	23%	102	15%	0	0%	9	13%	107	13%	1	10%	6	13%	96	159
			g	Very dissatisfied	0	0%	1	2%	28	4%	0	0%	3	4%	20	2%	0	0%	3	6%	17	39
				Very satisfied	4	36%	N/A	N/A	52	13%	1	18%	N/A	N/A	82	17%	1	11%	N/A	N/A	67	209
		number of hours	The number of hours you work as a faculty	Satisfied	3	28%	N/A	N/A	168	42%	3	60%	N/A	N/A	227	46%	6	65%	N/A	N/A	143	419
Q28B	nature of work	you work as a	member in an average week - Please	Neither satisfied nor dissatisfied	2	15%	N/A	N/A	65	17%	1	22%	N/A	N/A	62	13%	2	24%	N/A	N/A	57	179
	overall	faculty member	indicate your level of satisfaction or	Dissatisfied	3	22%	N/A	N/A	80	20%	0	0%	N/A	N/A	98	20%	0	0%	N/A	N/A	59	179
			dissatisfaction with the following:	Very dissatisfied	0	0%	N/A	N/A	32	8%	0	0%	N/A	N/A	23	5%	0		N/A	N/A	18	59
				Very satisfied	7	58%	24	52%	293	44%	2	41%	21	33%	270	36%	2		26	54%	253	429
			The level of the courses you teach -	Satisfied	4	35%	15	32%	268	40%	3	59%	29	46%	345	46%	7	77%	16	33%	246	419
Q29A	nature of work >	level of courses	Please indicate your level of satisfaction or		1	7%	5	12%	46	7%	0	0%	9	15%	77	10%	0	0%	4	9%	45	89
QZOIT	teaching	you teach	dissatisfaction with the following:	Dissatisfied	0	0%	1	3%	50	7%	0	0%	4	6%	53	7%	0	0%	2	4%	47	8'
			g-	Very dissatisfied	0	0%	1	2%	13	2%	0	0%	0	0%	10	1%	0	0%	0	0%	6	19
					6	50%	20	43%	242	36%	3	64%		40%		34%	2			38%		389
			T	Very satisfied			20				2		25		259			23%	18		228	
0000	nature of work >	number of	The number of courses you teach - Please	Satisfied	5	42%	19	41%	227	34%	_	36%	26	42%	314	41%	6		17	35%	200	339
Q29B	teaching	courses you	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	1	7%	4	8%	61	9%	0	0%	6	10%	104	14%	1	14%	5	11%	58	109
		teach	dissatisfaction with the following:	Dissatisfied	0	0%	3	6%	102	15%	0	0%	4	6%	55	7%	0	0%	7	14%	87	159
				Very dissatisfied	0	0%	1	2%	39	6%	0	0%	1	2%	26	3%	0	- , .	1	2%	25	4
		degree of	The degree of influence you have over the	Very satisfied	6	51%	27	59%	340	51%	1	22%	20	34%	281	37%	2		26	56%	312	529
	nature of work >	influence over	courses you teach - Please indicate your	Satisfied	5	41%	13	27%	200	30%	3	56%	26	44%	264	35%	7	75%	16	33%	189	31
Q29C	teaching	which courses	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	0	0%	3	6%	48	7%	1	22%	8	14%	102	14%	0	0%	3	6%	41	7
		you teach	the following:	Dissatisfied	0	0%	3	7%	57	9%	0	0%	3	4%	70	9%	0	0%	3	6%	43	7
		,		Very dissatisfied	1	7%	0	0%	25	4%	0	0%	2	3%	33	4%	0	0%	0	0%	14	29
			The discretion you have a see the see	Very satisfied	9	70%	31	67%	430	64%	3	59%	29	49%	371	50%	7	77%	35	73%	409	68
	nature of work -	discretion over	The discretion you have over the content of your courses you teach - Please indicate	Satisfied	4	30%	9	20%	177	26%	1	19%	22	37%	268	36%	2	23%	10	21%	144	249
	nature of work > teaching		your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	0	0%	3	7%	32	5%	1	22%	6	10%	68	9%	0	0%	2	4%	21	4
Q29D	teautiliy	COURSE CORRECTE	with the following:	Dissatisfied	0	0%	3	6%	25	4%	0	0%	1	1%	30	4%	0	0%	1	2%	20	3
Q29D			with the following.	Very dissatisfied	0	0%	0	0%	6	1%	0	0%	2	3%	10	1%	0	0%	0	0%	7	1
Q29D				very dissalished																		
Q29D				· · · · · · · · · · · · · · · · · · ·	4	33%	22	48%	250	37%	2	41%	24	40%	262	34%	2	21%	12	26%	200	33
Q29D		number of	The number of students you teach -	Very satisfied	4 6	33% 52%	22 15	48% 31%	250 253	37% 38%	2	41% 59%	24 27	40% 44%	262 327	34% 43%	2 5		12 18	26% 38%	200 239	339 409
	nature of work >	number of students you	The number of students you teach - Please indicate your level of satisfaction or	Very satisfied Satisfied	6	52%	15	31%	253	38%	3	59%	27	44%	327	43%	5	54%	18	38%	239	33° 40° 8°
Q29D Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied														54% 0%				40

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Ourve	y Administratio				Your ins	titution	All selecte	d peers	All compa	rables	Your instit	ution	All selected	peers	All compa	rables	Your ins	stitution	All selectr	ed peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			The quality of undergraduate students with	Very satisfied	2	32%	7	35%	93	22%	N<5	N<5	6	17%	130	26%	0	0%	9	28%	75	17%
	nature of work >	quality of	whom you interact - Please indicate your	Satisfied	3	47%	1	5%	148	36%	N<5	N<5	17	48%	211	43%	5		8	24%	140	32%
Q29F	teaching	undergraduate	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	0	0%	9	41%	81	19%	N<5	N<5	7	20%	93	19%	2		5	16%	91	21%
	-	students	the following:	Dissatisfied	1	21%	1	5%	68	17%	N<5	N<5	6	16%	48	10%	1	10%	6	18%	92	21%
				Very dissatisfied	0	0%	3	14%	25	6%	N<5	N<5	0	0%	12	2%	1	10%	4	14%	36	8%
			The quality of graduate students with	Very satisfied	4	33%	9	20%	160	25% 47%	2	41%	17	26%	218	29%	2		9	20%	122	22%
Q29G	nature of work >	quality of graduate	whom you interact - Please indicate your	Satisfied	5	42% 15%	21 6	46% 12%	299	47% 11%	3 0	59%	35 8	53%	353	46% 14%	5	58% 11%	20 8	42% 17%	273	48% 13%
QZ9G	teaching	students	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied Dissatisfied	2	10%	9	12%	70 85	13%	0	0%	8	12% 6%	105 76	10%	0		8	17%	75 72	13%
		Students	the following:	Very dissatisfied	0	0%	9	2%	18	3%	0	0%	2	3%	10	10%	1	10%	2	4%	20	4%
				Very satisfied	1	8%	6	12%	55	8%	3	59%	12	18%	145	17%	1	11%	7	14%	63	10%
			The amount of time you have to conduct	Satisfied	3	27%	14	29%	159	24%	2	41%	21	31%	257	31%	3	32%	, 14	29%	164	26%
Q30B			research/produce creative work - Please	Neither satisfied nor dissatisfied	1	7%	7	16%	83	12%	0	0%	8	12%	82	10%	3	31%	3	7%	70	11%
QUUD	research	conduct research	n indicate your level of satisfaction or	Dissatisfied	6	45%	13	28%	228	34%	0	0%	19	27%	235	28%	2		16	34%	219	34%
			dissatisfaction with the following:	Very dissatisfied	1	12%	7	15%	144	21%	0	0%	9	13%	109	13%	0		8	16%	125	19%
				Very satisfied	2	17%	6	14%	35	6%	N<5	N<5	2	3%	65	8%	0		4	9%	48	9%
		expectations for	The amount of external funding you are	Satisfied	2	16%	4	9%	125	20%	N<5	N<5	21	33%	238	30%	1	11%	10	22%	98	19%
Q30C	nature of work >	finding external	expected to find - Please indicate your	Neither satisfied nor dissatisfied	4	35%	18	40%	244	39%	N<5	N<5	13	20%	207	26%	5	55%	19	43%	176	34%
	research	funding	level of satisfaction or dissatisfaction with	Dissatisfied	2	18%	10	22%	150	24%	N<5	N<5	21	33%	196	24%	2		7	17%	122	24%
		Ü	the following:	Very dissatisfied	2	15%	7	16%	71	11%	N<5	N<5	7	10%	94	12%	1	10%	4	9%	74	14%
				Very satisfied	7	59%	27	58%	325	49%	3	62%	31	45%	422	51%	1	14%	30	62%	351	55%
			The influence you have over the focus of	Satisfied	4	34%	14	30%	235	35%	2	38%	23	33%	252	31%	6	65%	11	23%	191	30%
Q30D	nature of work >	influence over	your research/creative work - Please	Neither satisfied nor dissatisfied	1	7%	5	10%	55	8%	0	0%	7	10%	84	10%	0		5	11%	53	8%
	research	focus of research	n indicate your level of satisfaction or dissatisfaction with the following:	Dissatisfied	0	0%	1	2%	42	6%	0	0%	6	9%	52	6%	2	21%	1	2%	32	5%
			dissatisfaction with the following.	Very dissatisfied	0	0%	0	0%	10	2%	0	0%	1	2%	12	1%	0		1	2%	13	2%
				Very satisfied	1	8%	9	18%	137	21%	2	40%	7	10%	222	27%	1	14%	7	14%	125	20%
			The quality of facilities (i.e., office, labs,	Satisfied	3	20%	13	27%	212	32%	3	60%	22	33%	309	38%	3	32%	14	30%	215	34%
Q31	nature of work overall	quality of facilities	s classrooms) - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	2	16%	11	24%	96	14%	0	0%	12	18%	104	13%	3	32%	10	21%	95	15%
	overall		following:	Dissatisfied	3	22%	10	22%	144	22%	0	0%	16	23%	129	16%	0	0%	11	24%	123	19%
			ionoming.	Very dissatisfied	4	33%	4	9%	75	11%	0	0%	11	16%	56	7%	2	21%	5	11%	76	12%
			The amount of access you have to	Very satisfied	1	8%	9	19%	79	12%	N<5	N<5	3	5%	83	11%	0	0%	4	9%	63	11%
	nature of work	amount of access	s Teaching Fellows, Graduate Assistants, et	Satisfied	3	24%	11	25%	159	24%	N<5	N<5	13	22%	211	28%	0	0%	19	41%	164	29%
Q32	overall	to TA's, RA's,	al Please indicate your level of	Neither satisfied nor dissatisfied	3	27%	5	10%	108	17%	N<5	N<5	18	30%	191	25%	5	58%	7	15%	114	20%
	Overall	etc.	satisfaction or dissatisfaction with the	Dissatisfied	3	23%	16	35%	162	25%	N<5	N<5	16	26%	169	22%	1	11%	12	25%	136	24%
			following:	Very dissatisfied	2	18%	5	11%	141	22%	N<5	N<5	11	18%	99	13%	3	31%	5	10%	90	16%
				Very satisfied	3	27%	18	39%	212	32%	1	22%	14	21%	165	20%	2	25%	11	23%	158	25%
	nature of work	clerical/administ	Clerical/administrative services - How	Satisfied	5	43%	16	35%	202	30%	3	56%	23	34%	262	32%	4	44%	16	34%	195	31%
Q33A	overall	ative services	satisfied are you with the quality of these	Neither satisfied nor dissatisfied	2	15%	5	10%	77	12%	0	0%	8	12%	103	13%	0	- , ,	5	10%	90	14%
			support services?	Dissatisfied	1	7%	5	10%	106	16%	1	22%	15	23%	201	25%	2		11	22%	117	19%
				Very dissatisfied	1	7%	3	6%	70	10%	0	0%	7	10%	89	11%	1	10%	5	11%	69	11%
				Very satisfied	4	33%	6	12%	87	13%	0	0%	9	13%	120	15%	0	- , ,	11	24%	102	17%
	nature of work >		Research services - How satisfied are you	Satisfied	6	44%	15	32%	187	29%	4	78%	27	40%	282	35%	1	13%	11	25%	177	29%
Q33B	research	research services	with the quality of these support services?	Neither satisfied nor dissatisfied	1	7%	14	30%	136	21%	0	0%	13	19%	164	20%	4	54%	11	24%	136	23%
				Dissatisfied	2	16%	8	17%	167	26%	1	22%	14	20%	170	21%	2		8	18%	107	18%
				Very dissatisfied	0	0%	4	9%	71	11%	0	0%	6	8%	76	9%	1	11%	4	9%	77	13%
				Very satisfied	2	18%	9	21%	145	23%	0	0%	11	16%	110	14%	0		9	21%	111	20%
Q33C	nature of work >	taaabin	Teaching services - How satisfied are you	Satisfied	7	57% 8%	14 13	32% 29%	260 136	41% 21%	4 0	78% 0%	32	47% 23%	322 206	42% 27%	3	35% 54%	19 10	41% 22%	229 139	41%
Q33C	teaching	teaching services	with the quality of these support services?	Neither satisfied nor dissatisfied	1	- , .					0		15				4					25%
				Dissatisfied	2	17%	5	10%	69	11%	1	22%	5	8%	88	12%	1	11%	6	13%	71 15	13%
				Very dissatisfied	0	0%	4	8%	32	5%	0	0%	4	6%	37	5%	0		12	2%	15	3%
			0	Very satisfied	4	35%	10	22% 39%	181 258	27% 39%	0 5	0%	15 30	21% 44%	164 343	20%	4	45%	13	27%	159	25% 36%
Q33D	nature of work	computing	Computing services - How satisfied are	Satisfied Noither satisfied per dissatisfied	0	58% 0%	18 8	39% 17%	258 101	39% 15%	0	100%	30 18	44% 26%	343 148	42% 18%	0	32% 0%	13 9	28% 18%	229 106	36% 17%
Q33D	overall	services	you with the quality of these support services?	Neither satisfied nor dissatisfied Dissatisfied	4	7%	8 6	13%	84	13%	0	0%	18	26% 3%	148	14%	2		9	20%	99	16%
					0	7% 0%	4	9%	45	7%	0	0%	4	5% 6%	46	6%	0		4	8%	35	6%
				Very dissatisfied	2	16%	17	37%	248	37%	0	0%	20	29%	341	41%	2	0,0	17	36%	217	34%
	policy/proctice		Formal mentoring program for junior	Very important Important	5	36%	17	41%	248 277	41%	4	82%	20 27	29% 40%	326	39%	5	56%	17	30%	260	41%
Q34A1	policy/practice > importance >	formal mentoring	faculty - Please rate how important or	Neither important nor unimportant	3	26%	5	12%	82	12%	1	18%	11	16%	112	13%	2		12	25%	107	17%
QJ4A1	climate/culture	ioiniai mentoling	unimportant you think each would be to	Unimportant	3	7%	5 5	10%	62 45	7%	0	0%	6	8%	39	5%	0		3	25% 7%	39	6%
			your success.	Very unimportant	2	15%	0	0%	45 17	2%	0	0%	4	6%	39 10	1%	0	- , ,	3 1	2%	39 16	3%
				Very important	7	56%	25	56%	380	57%	3	60%	21	30%	405	49%	3		26	55%	320	50%
	policy/practice :		Informal mentoring - Places rate have	Important	3	28%	25 16	35%	222	33%	2	40%	36	52%	333	49%	5		13	28%	240	38%
Q34A2	policy/practice > importance >	informal	Informal mentoring - Please rate how important or unimportant you think each	Neither important nor unimportant	2	17%	4	9%	41	33% 6%	0	0%	36 7	11%	60	7%	1	11%	8	17%	60	9%
QU4/12	climate/culture	mentoring	would be to your success.	Unimportant	0	0%	0	9% 0%	13	2%	0	0%	3	5%	17	2%	0		0	0%	13	2%
				•	0	0%	-	0%	7	2% 1%	0	0%	1	2%	7	2% 1%	0		0	0%	13 6	2% 1%
				Very unimportant	0	0%	0	0%		1%	U	0%	1	2%		1%	0	0%	0	0%	6	_

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	,				Your ins	stitution	All selecte	d peers	All compa	rables	Your institu	ution	All selected	peers	All compa	arables	Your ins	stitution	All selecte	ed peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			Periodic, formal performance reviews for	Very important	1	8%	24	52%	302	45%	2	40%	24	37%	324	39%	4	42%	26	56%	277	43%
	policy/practice >		junior faculty - Pease rate how important or	Important	7	53%	19	41%	281	42%	3	60%	33	49%	394	48%	5	58%	16	34%	282	44%
Q34A3	•	performance	unimportant you think each would be to	Neither important nor unimportant	5	39%	3	7%	54	8%	0	0%	5	8%	69	8%	0	0%	3	7%	57	9%
	tenure	reviews	your success.	Unimportant	0	0%	0	0%	22	3%	0	0%	3	5%	30	4%	0	0%	1	2%	21	3%
				Very unimportant	0	0%	0	0%	7	1%	0	0%	1	2%	5	1%	0	0%	0	0%	2	0%
			Written summary of periodic performance	Very important	2	16%	20	42%	282	43%	2	40%	23	35%	278	34%	2	21%	22	48%	256	40%
		written summary	reviews for junior faculty - Please rate how	Important	9	68%	23	49%	296	45%	2	38%	30	46%	377	46%	5	56%	17	36%	282	45%
Q34A4	importance >	of performance	important or unimportant you think each	Neither important nor unimportant	1	8%	3	7%	60	9%	1	22%	7	11%	119	14%	2	23%	5	12%	71	11%
	tenure	reviews	would be to your success.	Unimportant	1	7%	1	2%	18	3%	0	0%	3	5%	37	4%	0	0%	0	0%	19	3%
				Very unimportant	0	0%	0	0%	7	1%	0	0%	2	3%	11	1%	0	0%	2	4%	6	1%
			Professional assistance in obtaining	Very important	6	48%	23	50%	322	48%	1	18%	33	50%	417	51%	3	31%	18	39%	242	38%
	policy/practice >	professional	externally funded grants - Please rate how	Important	5	43%	16	35%	237	36%	3	62%	22	34%	303	37%	6	69%	17	36%	205	33%
Q34A5	importance >	assistance in	important or unimportant you think each	Neither important nor unimportant	1	8%	6	13%	78	12%	1	19%	8	13%	72	9%	0	0%	6	12%	113	18%
	research	obtaining grants	would be to your success.	Unimportant	0	0%	1	2%	24	4%	0	0%	2	3%	16	2%	0	0%	4	9%	43	7%
				Very unimportant	0	0%	0	0%	5	1%	0	0%	0	0%	6	1%	0	0%	2	4%	26	4%
			Destancianal assistance to increase in a	Very important	0	0%	7	14%	152	23%	0	0%	16	24%	168	21%	0	0%	6	13%	117	19%
	policy/practice >	professional assistance for	Professional assistance for improving teaching - Please rate how important or	Important	4	33%	20	44%	305	46%	5	100%	31	48%	415	51%	4	42%	31	67%	295	47%
Q34A6	importance >	improving	unimportant you think each would be to	Neither important nor unimportant	5	42%	9	20%	124	19%	0	0%	12	18%	159	19%	3	36%	4	9%	143	23%
	teaching	teaching	your success.	Unimportant	2	17%	7	16%	64	10%	0	0%	6	9%	58	7%	1	11%	4	9%	57	9%
		todoming	your success.	Very unimportant	1	7%	3	6%	19	3%	0	0%	1	2%	15	2%	1	10%	1	2%	18	3%
				Very important	10	76%	35	75%	504	76%	2	41%	28	41%	362	44%	7	79%	28	59%	421	66%
	policy/practice >		Travel funds to present papers or conduct	Important	3	24%	11	23%	143	22%	3	59%	33	49%	364	44%	2	21%	16	34%	187	29%
Q34A7		travel funds	research - Please rate how important or	Neither important nor unimportant	0	0%	1	3%	15	2%	0	0%	4	6%	67	8%	0	0%	2	5%	19	3%
	research		unimportant you think each would be to	Unimportant	0	0%	0	0%	0	0%	0	0%	2	3%	21	3%	0	0%	1	2%	5	1%
			your success.	Very unimportant	0	0%	0	0%	2	0%	0	0%	0	0%	5	1%	0	0%	0	0%	3	0%
				Very important	5	38%	14	31%	337	51%	2	41%	15	23%	213	27%	2	24%	26	58%	349	55%
	policy/proctice >		Paid or unpaid research leave during the	Important	5	38%	19	41%	209	32%	2	40%	30	45%	281	35%	4	52%	11	25%	180	28%
Q34A8	policy/practice > importance >	paid/unpaid	pre-tenure period - Please rate how	Neither important nor unimportant	2	16%	10	22%	89	13%	1	18%	14	20%	239	30%	2	24%	6	13%	79	12%
QJ4AU	research	research leave	important or unimportant you think each	Unimportant	1	8%	3	6%	17	3%	0	0%	7	10%	57	7%	0	0%	1	2%	16	3%
	researen		would be to your success.	•	0	0%	0		5		0		1	1%			0		1	2%	9	
				Very unimportant		0,0		0%		1%		0%		. , , ,	13	2%	- 0	0%				1%
			Paid or unpaid personal leave during the	Very important	5	41%	14	30%	189	29%	2	41%	12	18%	174	22%	1	11%	8	17%	183	29%
00440	policy/practice >	paid/unpaid	pre-tenure period - Very important- Please	Important	2	16%	11	24%	202	31%	1	18%	27	40%	308	38%	5	54%	13	29%	197	31%
Q34A9		personal leave	rate how important or unimportant you	Neither important nor unimportant	3	25%	14	31%	195	30%	1	18%	22	32%	243	30%	2	25%	19	41%	182	29%
	work/home		think each would be to your success.	Unimportant	2	18%	6	13%	53	8%	1	22%	7	10%	59	7%	0	0%	3	7%	51	8%
				Very unimportant	0	0%	1	2%	16	2%	0	0%	0	0%	20	2%	1	10%	3	6%	17	3%
			An upper limit on committee assignments	Very important	7	59%	25	53%	353	53%	2	44%	22	34%	299	37%	4	45%	23	49%	301	47%
Q34A1	policy/practice >	upper limit on	for tenure-track faculty - Please rate how	Important	2	17%	20	43%	247	37%	3	56%	32	48%	337	42%	4	44%	20	43%	257	40%
0	importance >	committee	important or unimportant you think each	Neither important nor unimportant	1	8%	2	4%	48	7%	0	0%	7	10%	136	17%	1	11%	3	6%	59	9%
-	tenure	assignments	would be to your success.	Unimportant	2	16%	0	0%	7	1%	0	0%	6	9%	31	4%	0	0%	1	2%	14	2%
				Very unimportant	0	0%	0	0%	4	1%	0	0%	0	0%	7	1%	0	0%	0	0%	4	1%
				Very important	8	66%	30	65%	410	62%	2	44%	22	32%	367	45%	3	34%	31	67%	374	60%
00444	policy/practice >	upper limit on	An upper limit on teaching obligations -	Important	4	34%	15	33%	229	35%	3	56%	30	45%	345	43%	6	66%	12	27%	187	30%
Q34A1	importance >	teaching	Please rate how important or unimportant	Neither important nor unimportant	0	0%	1	2%	19	3%	0	0%	10	14%	82	10%	0	0%	1	2%	48	8%
	teaching	obligations	you think each would be to your success.	Unimportant	0	0%	0	0%	1	0%	0	0%	6	8%	16	2%	0	0%	1	2%	11	2%
				Very unimportant	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	1	2%	8	1%
				Very important	2	16%	13	28%	216	33%	2	41%	18	27%	251	31%	1	11%	15	32%	206	33%
	policy/practice >	peer reviews of	Peer reviews of teaching or	Important	7	53%	24	52%	335	51%	2	36%	38	57%	428	53%	5	60%	20	43%	314	50%
Q34A1	importance >	teaching or	research/creative work - Please rate how	Neither important nor unimportant	3	24%	9	19%	75	11%	1	22%	7	10%	101	12%	2	28%	10	21%	82	13%
2	climate/culture	research	important or unimportant you think each	Unimportant	1	7%	0	0%	26	4%	0	0%	3	5%	26	3%	0	0%	1	2%	23	4%
			would be to your success.	Very unimportant	0	0%	0	0%	5	1%	0	0%	0	0%	5	1%	0	0%	1	2%	8	1%
				Very important	6	45%	18	39%	199	31%	1	19%	16	25%	244	31%	2	23%	11	25%	167	28%
			Obildana Blassa anta bassima ataut a		2	16%	8	18%	127	20%	2	40%	14	22%	201	25%	4	46%	9	19%	120	20%
Q34A1	policy/practice >	obildaara	Childcare - Please rate how important or	Important	2	15%	8	17%	156	20%	1	18%		22%	181	25%	2	46% 21%	9	20%		20% 25%
3	importance > work/home	childcare	unimportant you think each would be to	Neither important nor unimportant	2		8	,0		, 0			14			,-	_		-		151	
	WOLK/HOLLIE		your success.	Unimportant	1	8%	1	2%	50	8%	0	0%	9	13%	71	9%	0	0%	3	6%	65	11%
				Very unimportant	2	16%	10	23%	110	17%	1	22%	12	19%	100	13%	1	10%	14	30%	101	17%
				Very important	0	0%	11	25%	138	21%	0	0%	6	10%	109	14%	0	0%	6	13%	122	19%
Q34A1	policy/practice >	financial	Financial assistance with housing - Please		2	19%	6	13%	146	22%	2	40%	10	16%	165	21%	3	32%	5	12%	123	20%
4	importance >	assistance with	rate how important or unimportant you	Neither important nor unimportant	4	31%	10	22%	184	28%	3	60%	20	31%	269	34%	2	23%	19	40%	203	32%
	compensation	housing	think each would be to your success.	Unimportant	2	15%	4	8%	82	13%	0	0%	13	20%	141	18%	2	25%	5	10%	92	15%
				Very unimportant	5	36%	14	31%	98	15%	0	0%	16	25%	114	14%	2	20%	12	26%	87	14%
			Oten the electrican street is at a second	Very important	6	45%	18	40%	259	40%	1	22%	18	28%	250	31%	2	24%	12	27%	223	36%
00444	policy/practice >		Stop-the-clock for parental or other family	Important	4	31%	14	30%	209	32%	3	60%	28	44%	330	41%	6	65%	11	24%	194	31%
Q34A1	importance >	stop-the-clock	reasons - Please rate how important or	Neither important nor unimportant	2	16%	5	10%	106	16%	1	18%	8	12%	146	18%	1	11%	12	27%	119	19%
5	work/home		unimportant you think each would be to	Unimportant	0	0%	4	9%	25	4%	0	0%	3	5%	34	4%	0	0%	3	6%	39	6%
			your success.	Very unimportant	1	8%	5	10%	46	7%	0	0%	7	11%	43	5%	0	0%	8	17%	50	8%
				2 1 1 1 2 2 2		2,0																

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		11 2006-09			Your ins	titution	All selecte	ed peers	All compa	rables	Your inst	itution	All selected	neers	All compa	rables	Your inst	titution	All selecte		All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very important	5	38%	17	37%	184	29%	0	0%	18	27%	174	22%	2	22%	12	25%	169	279
00444	policy/practice >		Spousal/partner hiring program - Please	Important	0	0%	10	22%	152	24%	2	40%	15	22%	239	30%	1	11%	14	31%	147	249
Q34A1	importance >	spousal/partner	rate how important or unimportant you	Neither important nor unimportant	4	31%	11	24%	169	26%	2	40%	13	19%	223	28%	3	38%	8	17%	153	25%
О	work/home	hiring program	think each would be to your success.	Unimportant	1	8%	2	5%	61	9%	1	19%	9	13%	75	9%	0	0%	7	14%	65	109
				Very unimportant	3	23%	5	12%	78	12%	0	0%	12	18%	88	11%	2	28%	6	13%	89	149
				Very important	1	12%	N/A	N/A	42	15%	0	0%	N/A	N/A	38	11%	1	11%	N/A	N/A	29	129
Q34A1	policy/practice >		Elder care - Please rate how important or	Important	2	15%	N/A	N/A	66	24%	3	62%	N/A	N/A	110	30%	0	0%	N/A	N/A	52	219
Q34A1 7	importance >	elder care	unimportant you think each would be to	Neither important nor unimportant	5	41%	N/A	N/A	92	34%	1	18%	N/A	N/A	139	38%	4	49%	N/A	N/A	94	399
,	work/home		your success.	Unimportant	2	16%	N/A	N/A	37	14%	1	19%	N/A	N/A	48	13%	0	0%	N/A	N/A	31	139
				Very unimportant	2	17%	N/A	N/A	34	13%	0	0%	N/A	N/A	29	8%	3	40%	N/A	N/A	37	159
				Very important	7	59%	N/A	N/A	102	37%	2	40%	N/A	N/A	108	29%	2	23%	N/A	N/A	84	349
	policy/practice >		Tuition waivers for dependent or spouse -	Important	2	19%	N/A	N/A	80	29%	0	0%	N/A	N/A	146	40%	3	31%	N/A	N/A	84	349
Q34A1	importance >	tuition waivers	Please rate how important or unimportant	Neither important nor unimportant	3	22%	N/A	N/A	52	19%	2	38%	N/A	N/A	74	20%	2	23%	N/A	N/A	47	199
8	compensation		you think each would be to your success.	Unimportant	0	0%	N/A	N/A	22	8%	1	22%	N/A	N/A	18	5%	2	24%	N/A	N/A	10	49
				Very unimportant	0	0%	N/A	N/A	19	7%	0	0%	N/A	N/A	21	6%	0	0%	N/A	N/A	21	99
				Very important	6	46%	N/A	N/A	69	26%	1	22%	N/A	N/A	56	16%	2	21%	N/A	N/A	54	229
	policy/practice >		Modified duties for parental or other family	Important	4	32%	N/A	N/A	112	41%	1	22%	N/A	N/A	179	49%	1	11%	N/A	N/A	85	359
Q34A1	importance >	modified duties	reasons - Please rate how important or	Neither important nor unimportant	3	22%	N/A	N/A	59	22%	3	56%	N/A	N/A	97	27%	4	46%	N/A	N/A	71	299
9	work/home	modinou dunoo	unimportant you think each would be to	Unimportant	0	0%	N/A	N/A	19	7%	0	0%	N/A	N/A	22	6%	0	0%	N/A	N/A	16	79
			your success.	Very unimportant	0	0%	N/A	N/A	12	4%	0	0%	N/A	N/A	9	2%	2	21%	N/A	N/A	18	79
				Very important	3	28%	N/A	N/A	40	15%	0	0%	N/A	N/A	32	9%	0	0%	N/A	N/A	13	69
			Dest time to a section Disease	- ·	0	0%	N/A		46	17%	0	0%		N/A	71	20%	1			N/A	37	15
Q34A2	policy/practice >	part-time tenure-	Part-time tenure-track position - Please	Important	6	50%	N/A N/A	N/A N/A	101	37%	3	60%	N/A N/A	N/A	168	46%	3	10% 32%	N/A N/A	N/A		459
0	importance > work/home	track position	rate how important or unimportant you	Neither important nor unimportant	-						-										108	
	work/nome		think each would be to your success.	Unimportant	3	22%	N/A	N/A	51	19%	1	18%	N/A	N/A	58	16%	4	46%	N/A	N/A	34	14
				Very unimportant	0	0%	N/A	N/A	32	12%	1	22%	N/A	N/A	32	9%	1	11%	N/A	N/A	48	20
				Very effective	0	0%	1	3%	46	9%	0	0%	2	5%	53	8%	1	13%	2	6%	44	9
	policy/practice >		Formal mentoring program for junior	Effective	1	13%	11	32%	160	30%	2	41%	14	36%	172	27%	2	25%	8	26%	161	32
Q34B1	effectiveness >	formal mentoring			4	53%	9	24%	128	24%	2	40%	9	25%	147	23%	2	28%	9	28%	111	22
	climate/culture		have been the following at your institution?	Ineffective	2	24%	10	28%	111	21%	1	18%	7	18%	145	23%	2	24%	5	16%	94	19
				Very ineffective	1	11%	5	13%	93	17%	0	0%	6	16%	121	19%	1	11%	7	23%	92	18
				Very effective	0	0%	5	11%	114	19%	1	19%	4	6%	133	18%	0	0%	6	14%	88	15
	policy/practice >	informal	Informal mentoring - How effective or	Effective	3	26%	17	39%	234	38%	2	44%	28	46%	279	37%	2	25%	12	31%	210	36
Q34B2		mentoring	ineffective for you have been the following	Neither effective nor ineffective	6	58%	8	17%	132	21%	2	36%	16	26%	164	22%	3	40%	14	36%	148	25
	climate/culture	memoring	at your institution?	Ineffective	2	16%	7	15%	75	12%	0	0%	6	9%	110	15%	2	24%	3	8%	78	13
				Very ineffective	0	0%	8	18%	58	9%	0	0%	8	13%	63	8%	1	11%	5	11%	59	10
				Very effective	0	0%	9	20%	108	17%	2	41%	5	8%	93	12%	1	13%	7	16%	80	149
	policy/practice >	periodic, formal	Periodic, formal performance reviews for	Effective	6	59%	21	48%	266	42%	2	40%	33	52%	320	43%	6	65%	18	41%	237	41
Q34B3		performance	junior faculty - How effective or ineffective	Neither effective nor ineffective	3	28%	7	15%	118	19%	1	18%	9	14%	151	20%	1	11%	7	15%	136	23
	tenure	reviews	for you have been the following at your institution?	Ineffective	1	14%	6	13%	107	17%	0	0%	9	14%	111	15%	1	11%	7	16%	75	13
			IIISUIQUOTI!	Very ineffective	0	0%	2	4%	38	6%	0	0%	8	12%	77	10%	0	0%	5	11%	56	109
				Very effective	0	0%	5	11%	105	17%	2	41%	3	6%	75	11%	0	0%	5	13%	69	139
	policy/practice >	written summary	Written summary of periodic performance	Effective	7	67%	20	49%	258	42%	1	18%	25	43%	269	39%	1	21%	12	32%	211	409
Q34B4	effectiveness >	of performance	reviews for junior faculty - How effective or	Neither effective nor ineffective	1	10%	10	25%	114	18%	1	22%	12	21%	171	25%	4	65%	10	27%	123	23
	tenure	reviews	ineffective for you have been the following	Ineffective	2	23%	4	9%	93	15%	1	18%	10	17%	97	14%	1	15%	8	21%	77	14
			at your institution?	Very ineffective	0	0%	3	6%	46	7%	0	0%	8	13%	81	12%	0	0%	3	7%	53	109
				Very effective	5	45%	4	10%	47	8%	N<5	N<5	3	5%	54	8%	0	0%	1	2%	25	5'
	nalia./araatiaa	professional	Professional assistance in obtaining	Effective	2	17%	11	25%	159	26%	N<5	N<5	18	32%	201	29%	2	24%	12	31%	83	17'
O24DE	policy/practice > effectiveness >	assistance in	externally funded grants - How effective or	Neither effective nor ineffective	3	22%	9	22%	158	26%	N<5	N<5	14	24%	154	22%	3	38%	8	21%	127	27'
Q34D3	research	obtaining grants	ineffective for you have been the following		-		-										-					
	research	obtaining grants	at your institution?	Ineffective	2	16%	10	24%	135	22%	N<5	N<5	15	27%	146	21%	2	26%	7	20%	119	25
				Very ineffective	0	0%	8	19%	105	17%	N<5	N<5	7	12%	142	20%	1	13%	10	27%	122	26
		professional	Professional assistance for improving	Very effective	0	0%	3	8%	67	12%	N<5	N<5	6	11%	53	8%	1	10%	4	11%	50	109
00/-:	policy/practice >	assistance for	teaching - How effective or ineffective for	Effective	2	29%	14	35%	208	37%	N<5	N<5	23	43%	250	39%	1	10%	15	45%	171	35
Q34B6	effectiveness >	improving	you have been the following at your	Neither effective nor ineffective	5	71%	15	39%	183	33%	N<5	N<5	17	32%	216	34%	6	69%	8	24%	165	34
	teaching	teaching	institution?	Ineffective	0	0%	6	16%	71	13%	N<5	N<5	5	9%	77	12%	0	0%	6	18%	71	15
				Very ineffective	0	0%	1	2%	27	5%	N<5	N<5	3	5%	41	6%	1	11%	1	3%	32	7
			Trough funds to present	Very effective	1	7%	10	22%	106	16%	0	0%	7	12%	112	16%	2	24%	13	28%	136	22
	policy/practice >		Travel funds to present papers or conduct research - How effective or ineffective for	Effective	3	28%	18	39%	244	37%	2	41%	26	44%	261	38%	4	52%	19	42%	251	41
Q34B7	effectiveness >	travel funds	you have been the following at your	Neither effective nor ineffective	2	16%	8	18%	99	15%	3	59%	11	18%	121	18%	0	0%	6	14%	74	12
	research		institution?	Ineffective	4	31%	5	11%	125	19%	0	0%	8	14%	113	17%	0	0%	5	10%	90	15
				Very ineffective	2	19%	5	10%	83	13%	0	0%	8	13%	76	11%	2	24%	3	6%	62	10
				Very effective	0	0%	1	6%	42	11%	N<5	N<5	3	11%	37	9%	N<5	N<5	4	13%	64	17
	policy/practice >		Paid or unpaid research leave during the	Effective	1	21%	4	21%	82	23%	N<5	N<5	5	18%	79	20%	N<5	N<5		25%	93	25
Q34B8	effectiveness >	paid/unpaid	pre-tenure period - How effective or	Neither effective nor ineffective	3	47%	6	31%	89	24%	N<5	N<5	10	34%	162	41%	N<5	N<5	7	24%	77	21
	research	research leave	ineffective for you have been the following	Ineffective	1	15%	3	16%	67	18%	N<5	N<5	5	17%	56	14%	N<5	N<5	5	18%	64	17
			at your institution?	Very ineffective	1	17%	5	26%	86	23%	N<5	N<5	6	20%	59	15%	N<5	N<5	6	20%	74	20
										4.37/0				ZU70	อษ	1070						

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item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			Dail and a second secon	Very effective	N<5	N<5	5	30%	42	13%	N<5	N<5	9	20%	68	14%	N<5	N<5	1	6%	39	129
	policy/practice >	paid/unpaid	Paid or unpaid personal leave during the pre-tenure period - How effective or	Effective	N<5	N<5	4	25%	94	28%	N<5	N<5	16	36%	170	35%	N<5	N<5	3	19%	81	26%
Q34B9		personal leave	ineffective for you have been the following	Neither effective nor ineffective	N<5	N<5	6	36%	126	38%	N<5	N<5	16	35%	185	38%	N<5	N<5	9	57%	117	379
	work/home	pordonandavo	at your institution?	Ineffective	N<5	N<5	0	0%	27	8%	N<5	N<5	1	3%	26	5%	N<5	N<5	2	12%	35	119
				Very ineffective	N<5	N<5	2	10%	42	13%	N<5	N<5	3	6%	37	8%	N<5	N<5	1	6%	42	139
			An upper limit on committee assignments	Very effective	0	0%	5	16%	50	11%	2	41%	3	7%	58	11%	1	14%	5	14%	55	129
Q34B1	policy/practice >	upper limit on	An upper limit on committee assignments for tenure-track faculty - How effective or	Effective	3	28%	9	27%	125	27%	3	59%	14	39%	146	28%	1	14%	10	29%	135	299
0	effectiveness >	committee	ineffective for you have been the following	Neither effective nor ineffective	3	31%	3	11%	86	19%	0	0%	9	24%	162	31%	1	14%	7	19%	82	189
	tenure	assignments	at your institution?	Ineffective	3	28%	10	30%	107	23%	0	0%	7	19%	96	18%	3	44%	9	25%	106	23
			<u> </u>	Very ineffective	1	14%	5	16%	95	21%	0	0%	4	12%	67	13%	1	13%	5	14%	82	18'
				Very effective	3	25%	12	31%	107	18%	1	22%	4	11%	80	14%	0	0%	6	15%	107	20
Q34B1	policy/practice >		An upper limit on teaching obligations -	Effective	9	75%	15	40%	219	38%	3	60%	19	51%	221	37%	6	74%	17	40%	170	33
1	effectiveness >	teaching	How effective or ineffective for you have	Neither effective nor ineffective	0	0%	3	8%	94	16%	1	18%	8	22%	153	26%	1	13%	8	19%	97	19
	teaching	obligations	been the following at your institution?	Ineffective	0	0%	4	11%	99	17%	0	0%	3	8%	81	14%	1	13%	8	18%	98	19
				Very ineffective	0	0%	4	11%	63	11%	0	0%	3	9%	55	9%	0	0%	3	7%	50	10'
			Peer reviews of teaching or	Very effective	0	0%	4	11%	48	9%	1	22%	2	5%	54	9%	0	0%	1	3%	40	89
Q34B1	policy/practice >	peer reviews of	research/creative work - How effective or	Effective	3	26%	12	32%	200	37%	3	56%	18	40%	204	33%	3	37%	12	34%	158	329
2	effectiveness >	teaching or	ineffective for you have been the following	Neither effective nor ineffective	4	33%	12	32%	147	27%	1	22%	15	33%	196	31%	3	40%	12	34%	141	299
	climate/culture	research	at your institution?	Ineffective	5	41%	4	11%	93	17%	0	0%	5	11%	104	17%	1	13%	5	14%	103	21
			·	Very ineffective	0	0%	6	15%	58	11%	0	0%	5	11%	70	11%	1	11%	5	15%	53	11
				Very effective	N<5	N<5	2	24%	19	7%	N<5	N<5	1	5%	26	7%	N<5	N<5	0	0%	2	1
Q34B1	policy/practice >		Childcare - How effective or ineffective for	Effective	N<5	N<5	1	9%	36	14%	N<5	N<5	3	14%	63	18%	N<5	N<5	1	13%	24	119
3	effectiveness >	childcare	you have been the following at your	Neither effective nor ineffective	N<5	N<5	0	0%	90	36%	N<5	N<5	7	30%	112	32%	N<5	N<5	3	44%	81	39
	work/home		institution?	Ineffective	N<5	N<5	3	28%	42	17%	N<5	N<5	5	23%	60	17%	N<5	N<5	2	27%	45	22
				Very ineffective	N<5	N<5	4	39%	65	26%	N<5	N<5	6	28%	88	25%	N<5	N<5	1	16%	54	26
				Very effective	N<5	N<5	2	23%	10	5%	N<5	N<5	1	8%	26	10%	N<5	N<5	N<5	N<5	7	39
Q34B1	policy/practice >	financial	Financial assistance with housing - How	Effective	N<5	N<5	1	9%	6	3%	N<5	N<5	3	21%	35	13%	N<5	N<5	N<5	N<5	16	8'
4	effectiveness >	assistance with	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	2	19%	72	39%	N<5	N<5	8	58%	114	42%	N<5	N<5	N<5	N<5	70	35
	compensation	housing	the following at your institution?	Ineffective	N<5	N<5	0	0%	34	19%	N<5	N<5	1	6%	36	14%	N<5	N<5	N<5	N<5	33	179
				Very ineffective	N<5	N<5	5	48%	62	34%	N<5	N<5	1	7%	57	21%	N<5	N<5	N<5	N<5	72	379
			Stop-the-clock for parental or other family	Very effective	N<5	N<5	10	45%	55	20%	N<5	N<5	6	20%	62	17%	2	43%	1	5%	41	16°
Q34B1	policy/practice >		reasons - How effective or ineffective for	Effective	N<5	N<5	7	34%	84	31%	N<5	N<5	8	30%	114	32%	2	39%	8	43%	80	319
5	effectiveness >	stop-the-clock	you have been the following at your	Neither effective nor ineffective	N<5	N<5	1	4%	86	32%	N<5	N<5	8	30%	124	34%	0	0%	9	47%	79	319
	work/home		institution?	Ineffective	N<5	N<5	2	9%	22	8%	N<5	N<5	3	12%	31	9%	1	18%	1	5%	27	119
				Very ineffective	N<5	N<5	2	8%	25	9%	N<5	N<5	2	8%	28	8%	0	0%	0	0%	29	119
				Very effective	N<5	N<5	2	12%	19	7%	N<5	N<5	4	12%	39	11%	N<5	N<5	1	4%	18	79
Q34B1	policy/practice >	spousal/partner	Spousal/partner hiring program - How	Effective	N<5	N<5	2	9%	42	16%	N<5	N<5	10	31%	81	23%	N<5	N<5	7	30%	45	179
6	effectiveness >	hiring program	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	5	21%	86	33%	N<5	N<5	8	25%	120	35%	N<5	N<5	5	21%	92	349
	work/home	0. 0	the following at your institution?	Ineffective	N<5	N<5	5	23%	39	15%	N<5	N<5	4	13%	41	12%	N<5	N<5	5	20%	51	199
				Very ineffective	N<5	N<5	7	35%	74	28%	N<5	N<5	6	18%	66	19%	N<5	N<5	6	25%	66	249
				Very effective	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	0	09
Q34B1	policy/practice >		Elder care - How effective or ineffective for		N<5	N<5	N/A	N/A	5	13%	N<5	N<5	N/A	N/A	7	10%	N<5	N<5	N/A	N/A	0	0
7	effectiveness >	elder care	you have been the following at your	Neither effective nor ineffective	N<5	N<5	N/A	N/A	23	58%	N<5	N<5	N/A	N/A	45	65%	N<5	N<5	N/A	N/A	19	629
	work/home		institution?	Ineffective	N<5	N<5	N/A	N/A	5	12%	N<5	N<5	N/A	N/A	6	9%	N<5	N<5	N/A	N/A	6	20
				Very ineffective	N<5	N<5	N/A	N/A	5	14%	N<5	N<5	N/A	N/A	11	16%	N<5	N<5	N/A	N/A	5	179
				Very effective	N<5	N<5	N/A	N/A	6	5%	N<5	N<5	N/A	N/A	17	10%	N<5	N<5	N/A	N/A	16	139
Q34B1	policy/practice >		Tuition waivers - How effective or	Effective	N<5	N<5	N/A	N/A	35	29%	N<5	N<5	N/A	N/A	78	46%	N<5	N<5	N/A	N/A	30	25
8	effectiveness >	tuition waivers	ineffective for you have been the following	Neither effective nor ineffective	N<5	N<5	N/A	N/A	25	21%	N<5	N<5	N/A	N/A	32	19%	N<5	N<5	N/A	N/A	23	19
	compensation		at your institution?	Ineffective	N<5	N<5	N/A	N/A	22	18%	N<5	N<5	N/A	N/A	23	13%	N<5	N<5	N/A	N/A	22	19
				Very ineffective	N<5	N<5	N/A	N/A	32	27%	N<5	N<5	N/A	N/A	21	13%	N<5	N<5	N/A	N/A	29	249
		modified duties	Modified duties for parental or other family	Very effective	N<5	N<5	N/A	N/A	8	9%	N<5	N<5	N/A	N/A	3	3%	N<5	N<5	N/A	N/A	4	5
Q34B1	policy/practice >	for parental or	reasons - How effective or ineffective for	Effective	N<5	N<5	N/A	N/A	31	35%	N<5	N<5	N/A	N/A	36	33%	N<5	N<5	N/A	N/A	27	34
9	effectiveness >	other family	you have been the following at your	Neither effective nor ineffective	N<5	N<5	N/A	N/A	21	24%	N<5	N<5	N/A	N/A	39	35%	N<5	N<5	N/A	N/A	25	31
	work/home	reasons	institution?	Ineffective	N<5	N<5	N/A	N/A	11	12%	N<5	N<5	N/A	N/A	22	20%	N<5	N<5	N/A	N/A	14	18
				Very ineffective	N<5	N<5	N/A	N/A	17	20%	N<5	N<5	N/A	N/A	11	10%	N<5	N<5	N/A	N/A	11	13
				Very effective	N<5	N<5	N/A	N/A	3	6%	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	1	3
Q34B2	policy/practice >	part-time tenure-	Part-time tenure-track position - How	Effective	N<5	N<5	N/A	N/A	8	17%	N<5	N<5	N/A	N/A	6	10%	N<5	N<5	N/A	N/A	6	179
0	effectiveness >	track position	effective or ineffective for you have been	Neither effective nor ineffective	N<5	N<5	N/A	N/A	20	46%	N<5	N<5	N/A	N/A	37	59%	N<5	N<5	N/A	N/A	25	72
-	work/home	· · · · · · · · · · · · · · · · · · ·	the following at your institution?	Ineffective	N<5	N<5	N/A	N/A	6	13%	N<5	N<5	N/A	N/A	9	14%	N<5	N<5	N/A	N/A	0	0
				Very ineffective	N<5	N<5	N/A	N/A	8	19%	N<5	N<5	N/A	N/A	9	15%	N<5	N<5	N/A	N/A	3	8
		institution makes	My institution does what it can to make	Strongly agree	1	15%	5	18%	49	12%	0	0%	4	10%	69	12%	1	18%	1	4%	43	11
	policy/practice >	having children	having children and the tenure-track	Somewhat agree	4	59%	3	12%	98	24%	2	41%	13	35%	169	30%	3	40%	6	23%	100	26
Q35A	work/home	and tenure-track	compatible - Please indicate your level of	Neither agree nor disagree	0	0%	5	18%	72	18%	1	18%	13	35%	140	25%	2	29%	8	33%	92	24
	***************************************	and tomule-tidek	agreement or disagreement with the	0	0	260/		050/	400	050/	2	400/		00/	444	21%	0	00/	-	200/	78	20
		compatible	following statements:	Somewhat disagree Strongly disagree	2	26%	6	25%	102	25%	2	40%	3	8%	114	2170	0	0%	7	28%	70	20

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA MED SCHOOLS / HEALTH PROF

OTHER PROFESSIONS

theme policy/practice >	name institution makes	description My institution does what it can to make	response scale Strongly agree	Your ins Count	% 12%	All selecte Count 2	%	Count	%	Your instit	%	All selected Count	%	All compa Count	%	Count	stitution %	All selecte Count	%	All compa	% %
policy/practice >			_ ·	1	12%		70/	04													
policy/practice >							7%	31	8%	0	0%	6	15%	58	10%	0	0%	1	4%	34	99
policy/practice >		raising children and the tenure-track	Somewhat agree	4	46%	5	18%	100	24%	3	60%	9	23%	151	26%	2	27%	3	12%	97	259
work/home	raising children and tenure-track		Neither agree nor disagree	2	20%	2	8%	96	23%	0	0%	13	31%	148	26%	3	47%	7	29%	89	239
WONVIIONIC	compatible	agreement or disagreement with the	Somewhat disagree	2	22%	7	25%	99	24%	2	40%	10	23%	153	27%	0	0%	9	39%	98	259
		following statements:	Strongly disagree	0	0%	11	42%	88	21%	0	0%	3	7%	65	11%	2	26%	4	16%	72	189
	collegation make	My departmental colleagues do what they	Strongly agree	3	41%	5	18%	102	24%	N<5	N<5	10	24%	145	24%	1	15%	6	20%	105	269
nolicy/practice >			_	3		9										0					299
work/home				1		4										5					219
	compatible			1												0					159
		with the following statements.														1					99
	colleagues make	My departmental colleagues do what they																			259
policy/practice >	raising children		-		,0	•										·					299
work/home	and tenure-track			_		-															219
	compatible															0					169
		mar are renewing etatements.														1					379
	colleagues are	My colleagues are respectful of my efforts																			
policy/practice >	respectful of	to balance work and home responsibilities -		5																	319
work/home				1						1						0					169 99
	work/home	with the following statements:								0						1					79
																1					139
		How satisfied or dissatisfied are you with	= -	6	52%		28%			1			54%			3					359
policy/practice >	compensation			0	0%	4				2		11				-		6			119
compensation	componication	benefits)?		-	- , -	14				_						_		-			279
		•		1												1					139
				1												. 0					79
	ability to balance	How satisfied or dissatisfied are you with	Satisfied	5					31%	2	36%					6		11		208	339
policy/practice >			Neither satisfied nor dissatisfied	1	7%	11		111	17%	1	22%	11			16%	2		16		110	189
work/home		personal or family time?		5	38%	7		203	31%	2	41%	11			29%	1				161	269
	personal time			1	7%	9		101	15%	0	0%		16%	109	14%	0	0%	4	8%	98	169
		The fairness with which your immediate	•	5	45%	16		264	43%	5	100%		44%	325	43%	2	30%	21	50%	243	439
			Satisfied	1	8%	16	37%	190	31%	0	0%	23	35%	242	32%	2	28%	11	25%	183	329
		indicate your level of satisfaction or	Neither satisfied nor dissatisfied	2	21%	5	12%	64	10%	0	0%	3	4%	81	11%	2	30%	4	8%	53	99
collegiality			Dissatisfied	3	26%	6	15%	67	11%	0	0%	7	10%	68	9%	1	13%	6	13%	63	119
	CVAIGATIONS	your workplace:	Very dissatisfied	0	0%	0	0%	35	6%	0	0%	4	6%	46	6%	0	0%	2	4%	27	59
		The interest tenured faculty take in your	Very satisfied	1	7%	10	22%	153	24%	2	41%	14	21%	197	25%	0	0%	10	23%	142	239
alimata auttura			Satisfied	1	8%	13	28%	192	30%	1	22%	21	32%	267	33%	4	53%	14	32%	198	329
			Neither satisfied nor dissatisfied	5	42%	8	17%	115	18%	1	18%	15	22%	108	14%	1	13%	10	22%	97	169
conceptanty		with the following aspects of your	Dissatisfied	3	26%	11	23%	116	18%	1	18%	11	16%	143	18%	2	24%	4	9%	112	189
		workplace:	Very dissatisfied	2	16%	4	9%	72	11%	0	0%	6	9%	83	10%	1	11%	7	15%	67	119
		Vous apportunities to collaborate with	Very satisfied	2	16%	9	21%	133	21%	1	22%	22	34%	238	30%	0	0%	8	19%	110	189
climate culture	opportunities to		Satisfied	1	8%	8	19%	177	28%	4	78%	19	29%	249	31%	5	55%	12	28%	161	279
			Neither satisfied nor dissatisfied	1	7%	9	20%	111	17%	0	0%	9	14%	111	, 0	0	0%	8	18%	121	209
	tenured faculty	following aspects of your workplace:	Dissatisfied	7	58%	8	18%	139	22%	0	0%	11	17%	133		_		8	18%	118	209
				1						0						2					159
	value faculty in	The value faculty in your department place	Very satisfied	0						1											249
climate, culture,										3											359
collegiality	place on your	satisfaction or dissatisfaction with the		-						1						2					209
* *	work	following aspects of your workplace:														1					139
				0												1					79
	amount of	The amount of professional interaction you		1						-						1					239
climate, culture,																					349 169
collegiality				4		•				_						2		-			169
				1												1					109
																1					269
				1																	389
climate, culture,										1											199
collegiality	tenured			-						0						-		-			139
	colleagues	following aspects of your workplace:	Very dissatisfied	0	0%	3	6%	37	6%	0	0%	1	2%	37	5%	1	11%	5	11%	30	59
	amount of		Very satisfied	2	16%	20	45%	209	33%	3	64%	18	28%	233	30%	1	14%	14	30%	190	319
		THE AUDOLIDE OF DEGRESSIONAL INTERACTION VOLU	voi y adiialicu	2						-											
				2	25%	13	20%	241	38%	Ω	(10/2	างก		3338	4'30%	Λ	56%	12	38%	230	30
climate, culture,	professional	have with pre-tenure colleagues in your	Satisfied	3	25% 51%	13 5	29% 11%	241 102	38% 16%	0	0% 36%	30 17	46% 26%	338 133	43% 17%	4	56% 18%	18 10	38% 21%	239 94	399 159
climate, culture, collegiality		have with pre-tenure colleagues in your		3 6 0	25% 51% 0%	13 5 3	29% 11% 7%	241 102 67	38% 16% 10%	0 2 0	36% 0%	30 17 0	46% 26% 0%	133 57	43% 17% 7%	4 1 0	56% 18% 0%	18 10 2	38% 21% 4%	239 94 63	399 159 109
	policy/practice > work/home policy/practice > work/home policy/practice > compensation policy/practice > work/home climate, culture, collegiality climate, culture, collegiality	work/home colleagues make raising children and tenure-track compatible colleagues make raising children and tenure-track compatible compatible colleagues are respectful of efforts to balance work/home compensation professional and personal time collegiality collegiality collaborate with tenured faculty in your department place on your work collegiality c	policy/practice > work/home	collegalgues make having children and the having children and the compatible control to make having children and the tenure-track compatible please indicate work/home collegalgues are repolicy/practice work/home collegalgues are policy/practice work/home collegalgues are policy/prac	colleagues mate having children and the the following statements: policy/practice work/home policy/p	colleagues make holicy/practice work/home with following statements: compatible control make having children and the and tonut-track compatible control make having children and the tenut-track compatible compatible control make having children and the tenut-track compatible compatible control make having children and the tenut-track compatible control make the view of the view of the control make the view of t	colleagues make policyfractice > work/home wor	collegates make having children and the work/home work/h		Delicy/practice My departmental colleagues to what they work/home A compatible My departmental colleagues do what they and reunuer-tack compatible Please indicate with the following statements: Strongly diagree 1 2% 5 19% 5 19% 13 29% 15 20% 13 20%	Applicity Collegipular makes Applicity Collegipular makes	Collegigates and between policy/practice of the compensation of the following statements: Strongly diagrape 3 4 5 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Description Colleagues make with the following statements: Strongly dangere mort disagree mort	March Marc	Contemplate Contemplate	Description of the property	Selective contemporary of the contemporary of	Separation Sep	Mystephilogenesis Myst	Septimonic programme of the programme of	Machamental coloring and seed

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

		y Job Satisfacti	ion Survey					TION					ADEMI			_		OTU		.==001	0110	
Survey	Administration	n 2008-09			V		EDUCA		A.II				OOLS /				Variation.		ER PRO			
item	theme	name	description	response scale	Your ins	titution F	All selecte	a peers	All compa Count	rables %	Your insti	tution /	All selected Count	peers %	All compa Count	arables %	Your inst	titution /	All selecte Count	ea peers %	All compa Count	arables %
поп	uieiiie	amount of	The amount of personal interaction you	Very satisfied	1	8%	21	46%	228	36%	2	41%	16	24%	227	29%	4	59%	14	32%	223	37%
		personal	have with pre-tenure colleagues in your	Satisfied	4	32%	12	27%	229	36%	1	18%	31	48%	303	39%	3	41%	21	47%	229	38%
Q39D	climate, culture, collegiality	interaction with		Neither satisfied nor dissatisfied	5	43%	6	12%	120	19%	2	40%	16	25%	162	21%	0	0%	7	16%	90	15%
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	1	7%	4	10%	44	7%	0	0%	2	3%	61	8%	0	0%	2	4%	50	8%
		colleagues	following aspects of your workplace:	Very dissatisfied	1	8%	2	4%	17	3%	0	0%	0	0%	18	2%	0	0%	1	2%	13	2%
			How well you fit (e.g., your sense of	Very satisfied	4	32%	17	37%	227	35%	2	41%	23	34%	253	31%	4	48%	13	29%	213	34%
	climate, culture,		belonging, your comfort level) in your	Satisfied	4	31%	13	28%	218	33%	3	59%	19	28%	282	35%	2	21%	21	46%	236	38%
Q40	collegiality	how well you fit		Neither satisfied nor dissatisfied	3	20%	4	8%	78	12%	0	0%	13	20%	107	13%	0	0%	4	8%	59	10%
			satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	2	18%	6	13%	74	11%	0	0%	7	10%	113	14%	2	21%	3	6%	67	11%
				Very dissatisfied	0	0%	/	15%	57	9%	3	0%	5	8%	48	6%	1	10%	5 9	10%	46	7%
			The intellectual vitality of the tenured	Very satisfied Satisfied	4	16% 31%	11 9	24% 19%	145	23% 30%	2	64% 36%	16	24% 38%	218 286	27% 36%	1	11%	-	21%	138	22% 32%
Q41	climate, culture,	of tenured	colleagues in your department - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	4	8%	6	13%	192 106	17%	0	0%	25 12	19%	126	16%	6 0	68% 0%	14 10	32% 23%	196 89	32% 14%
Q+1	collegiality	colleagues	dissatisfaction with the following aspects of		4	29%	16	36%	118	18%	0	0%	7	11%	101	13%	1	11%	8	18%	118	19%
			your workplace:	Very dissatisfied	2	16%	4	8%	80	12%	0	0%	6	9%	67	8%	1	10%	3	6%	77	12%
				Very satisfied	3	23%	N/A	N/A	83	31%	3	64%	N/A	N/A	97	28%	1	14%	N/A	N/A	76	32%
		intellectual vitality	,	Satisfied	3	25%	N/A	N/A	106	40%	2	36%	N/A	N/A	159	46%	6	86%	N/A	N/A	96	41%
Q41A	climate, culture,	of pre-tenure	The intellectual vitality of pre-tenure faculty	Neither satisfied nor dissatisfied	2	19%	N/A	N/A	55	21%	0	0%	N/A	N/A	69	20%	0	0%	N/A	N/A	40	17%
	collegiality	colleagues	in your department	Dissatisfied	2	16%	N/A	N/A	15	6%	0	0%	N/A	N/A	21	6%	0	0%	N/A	N/A	14	6%
				Very dissatisfied	2	17%	N/A	N/A	9	3%	0	0%	N/A	N/A	3	1%	0	0%	N/A	N/A	7	3%
				Very satisfied	6	44%	N/A	N/A	73	27%	N<5	N<5	N/A	N/A	59	17%	1	11%	N/A	N/A	62	27%
	climate, culture,	participation in	Opportunities for participation, appropriate	Satisfied	4	30%	N/A	N/A	102	38%	N<5	N<5	N/A	N/A	148	43%	5	55%	N/A	N/A	101	44%
Q41B	collegiality	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	3	27%	N/A	N/A	57	21%	N<5	N<5	N/A	N/A	101	29%	3	34%	N/A	N/A	47	20%
	concigianty	institution	institution	Dissatisfied	0	0%	N/A	N/A	23	9%	N<5	N<5	N/A	N/A	29	8%	0	0%	N/A	N/A	17	7%
				Very dissatisfied	0	0%	N/A	N/A	12	5%	N<5	N<5	N/A	N/A	6	2%	0	0%	N/A	N/A	5	2%
				Very satisfied	4	36%	N/A	N/A	86	32%	2	41%	N/A	N/A	75	21%	2	23%	N/A	N/A	70	29%
	climate, culture,	participation in		Satisfied	5	38%	N/A	N/A	106	39%	1	22%	N/A	N/A	157	44%	7	77%	N/A	N/A	116	48%
Q41C	collegiality	governance of department	to your rank, in the governance of your	Neither satisfied nor dissatisfied	2	19%	N/A	N/A	41	15%	2	36%	N/A	N/A	84	24%	0	0%	N/A	N/A	29	12%
		department	department	Dissatisfied	1	7%	N/A	N/A	25	9%	0	0%	N/A	N/A	21	6%	0	0%	N/A	N/A	20	8%
				Very dissatisfied	0 6	0% 48%	N/A N/A	N/A N/A	12 155	5% 41%	3	0% 64%	N/A N/A	N/A N/A	17 239	5% 51%	3	0% 35%	N/A N/A	N/A N/A	8	3% 45%
		41	On the whole, my institution is collegial -	Strongly agree	4	29%	N/A N/A	N/A N/A	143	37%	2	36%	N/A N/A	N/A N/A	239 158	34%	5	55%	N/A N/A	N/A N/A	150 117	45% 35%
Q42	climate, culture,	on the whole, institution is	Please indicate your level of agreement or	Somewhat agree Neither agree nor disagree	0	0%	N/A	N/A N/A	29	8%	0	0%	N/A	N/A	35	7%	0	0%	N/A N/A	N/A	117	35% 6%
Q-12	collegiality	collegial	disagreement with the following	Somewhat disagree	2	16%	N/A	N/A	34	9%	0	0%	N/A	N/A	29	6%	1	10%	N/A	N/A	29	9%
		ŭ	statements.	Strongly disagree	1	7%	N/A	N/A	21	5%	0	0%	N/A	N/A	9	2%	0	0%	N/A	N/A	18	5%
				Very satisfied	2	15%	12	26%	211	32%	3	60%	21	32%	249	31%	2	25%	14	32%	200	33%
			All things considered, how satisfied or	Satisfied	7	59%	21	46%	250	39%	1	22%	31	46%	341	43%	5	55%	18	39%	271	44%
Q45A	global satisfaction	department as a place to work	dissatisfied are you with your department	Neither satisfied nor dissatisfied	2	19%	2	4%	83	13%	1	18%	5	8%	92	11%	1	10%	6	14%	57	9%
	Sausiaciion	place to work	as a place to work?	Dissatisfied	0	0%	9	19%	70	11%	0	0%	7	10%	92	12%	1	10%	5	11%	67	11%
				Very dissatisfied	1	7%	2	4%	36	6%	0	0%	3	4%	28	3%	0	0%	2	4%	21	3%
				Very satisfied	2	16%	8	19%	144	22%	1	19%	14	21%	164	20%	2	25%	6	13%	117	19%
	global	institution as a	All things considered, how satisfied or	Satisfied	8	62%	19	42%	296	46%	4	81%	35	53%	421	53%	5	54%	27	59%	300	48%
Q45B	satisfaction	place to work		Neither satisfied nor dissatisfied	2	15%	4	9%	112	17%	0	0%	10	15%	119	15%	0	0%	6	12%	92	15%
		·	a place to work?	Dissatisfied	1	7%	11	23%	76	12%	0	0%	7	11%	70	9%	2	21%	4	9%	82	13%
				Very dissatisfied	0	0%	3	7%	22	3%	0	0%	0	0%	27	3%	0	0%	3	7%	29	5%
				Chancellor	3	28%	6 5	16%	54	10%	2	36%	11 2	28%	51	10%	2	24%	9	26%	45	9%
	alobal	objet assets:	Who corres on the shipt and demin affire	President Vice President for Academic Affairs	1	8% 0%	5	12% 2%	89 49	16% 9%	0	0% 0%	4	5% 10%	83 35	16% 7%	0	0% 0%	0	8% 0%	84 31	17% 6%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Vice President for Academic Affairs Academic Dean	0	0%	0	2% 0%	33	9% 6%	2	44%	10	26%	35 164	31%	0	0%	1	0% 2%	63	12%
	Calibration	Omoci	-	Provost	7	64%	29	70%	318	58%	1	19%	12	30%	192	36%	6	76%	23	64%	274	54%
				Other	0	04%	0	0%	7	1%	0	0%	0	0%	10	2%	0	0%	0	0%	7	1%
				Strongly agree	2	34%	7	22%	87	19%	N<5	N<5	5	16%	74	17%	2	35%	4	15%	89	21%
		CAO cares abou	The person who serves as the chief	Somewhat agree	2	30%	9	28%	142	31%	N<5	N<5	10	32%	134	31%	2	33%	11	41%	133	32%
Q46B	global	quality of life for	academic officer at my institution seems to	Neither agree nor disagree	2	36%	4	13%	104	23%	N<5	N<5	9	31%	124	29%	1	17%	7	26%	93	22%
	satisfaction	pre-tenure faculty		Somewhat disagree	0	0%	7	22%	65	14%	N<5	N<5	3	11%	64	15%	1	15%	4	15%	55	13%
			idodity.	Strongly disagree	0	0%	5	15%	54	12%	N<5	N<5	3	10%	37	9%	0	0%	1	3%	45	11%
		how long will		For the rest of my career	3	24%	8	18%	128	21%	1	22%	13	21%	147	19%	1	11%	4	10%	92	16%
Q47	global	how long will remain at	Assuming you achieve tenure, how long do	For the foreseeable future	7	53%	15	36%	236	39%	2	41%	28	46%	359	47%	6	68%	20	51%	270	47%
Q →1	satisfaction	institution	you plan to remain at your institution?	For no more than 5 years after earning		7%	11	27%	104	17%	0	0%	2	3%	77	10%	2	21%	9	23%	94	16%
				I haven't thought that far ahead	2	16%	7	18%	137	23%	2	36%	19	30%	175	23%	0	0%	6	16%	122	21%
				D () 1 / / / / / / / / / / / / / / / / / /	N<5	N<5	N/A	N/A	18	52%	N<5	N<5	N/A	N/A	17	53%	N<5	N<5	N/A	N/A	18	63%
		why you plan to	Why do you plan to remain at your	Prefer to work at another academic in																		
Q47B	global	why you plan to remain no more	Why do you plan to remain at your institution for no more than five years after	Prefer to work in private industry	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	1	3%
Q47B	global satisfaction	remain no more											N/A N/A N/A		1 0 14	3% 0% 44%	N<5 N<5 N<5					3% 4% 30%





Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

ACADEMIC AREA

Survey	Administration	on 2008-09	•				EDUCA	TION			ME	D SCH	IOOLS /	HEAL	TH PRO	F		отн	ER PRO	FESSIC	ONS	
	satisfaction department as a position asked you about your de				Your inst	itution	All selecte	d peers	All compa	rables	Your insti	tution	All selecte	d peers	All compa	arables	Your inst	itution	All selecte	d peers	All compa	arables
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Strongly agree	9	69%	20	47%	266	42%	4	82%	25	40%	311	39%	6	69%	15	35%	270	45%
	Q48 global choo		KIId de la IIdie -b	Somewhat agree	1	8%	13	32%	215	34%	0	0%	21	33%	277	35%	1	11%	16	36%	194	32%
Q48 global choose to	choose to work a		Neither agree nor disagree	3	22%	2	4%	60	9%	0	0%	8	12%	82	10%	1	10%	8	18%	60	10%	
	this institution	to to work at this institution.	Somewhat disagree	0	0%	6	14%	58	9%	1	18%	5	8%	72	9%	1	10%	3	6%	46	8%	
	this in:			Strongly disagree	0	0%	2	4%	34	5%	0	0%	5	8%	48	6%	0	0%	2	4%	28	5%
			If a candidate for a tenure-track faculty	Strongly recommend dept	7	55%	15	36%	294	47%	4	82%	27	42%	354	45%	6	69%	25	57%	287	47%
Q49			position asked you about your department	Recommend with reservations	6	45%	24	59%	286	46%	1	18%	32	50%	369	47%	3	31%	16	37%	281	46%
		place to work	as a place to work, would you.	Not recommend dept	0	0%	2	5%	44	7%	0	0%	5	8%	58	7%	0	0%	3	6%	37	6%
				Great	1	8%	4	9%	110	17%	1	19%	9	14%	151	19%	4	46%	7	16%	118	19%
	alahal a			Good	10	77%	22	50%	304	48%	4	81%	38	57%	394	49%	3	34%	24	53%	298	49%
(350)	institution	How do you rate your institution as a place for junior faculty to work?	So-so	2	15%	12	27%	177	28%	0	0%	19	28%	208	26%	1	10%	12	27%	148	24%	
	montunon	ioi juliioi lacuity to work?	Bad	0	0%	4	10%	29	5%	0	0%	1	1%	33	4%	1	10%	2	4%	44	7%	
				Awful	0	0%	2	5%	14	2%	0	0%	0	0%	10	1%	0	0%	0	0%	6	1%



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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0 0	<i>,</i> , , , , , , , , , , , , , , , , , ,	2000 00			Curre			rior	Curi		Pric	or	Curre		Prior		Curre		Prio		Curr		Prio	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very clear	34	23%	29		23	25%		19%	11	19%	11	20%	24	23%	16	15%	9	23%	13	32%
040	tenure practices		I find the tenure process in my department	Fairly clear	85	58%	94			58%		66%	33	57%	33	58%	61	57%	71	66%	24	60%	23	56%
Q19	overall	tenure process	to be	Neither clear nor unclear	15	10% 9%			-	6% 9%		8% 7%	9 5	16% 9%	2 9	4% 15%	11 10	10% 9%	6	6% 13%	4	10% 7%	3 1	8% 4%
				Fairly unclear Very unclear	13	9% 1%	15 1			1%		0%	0	0%	1	2%	10	1%	14	1%	0	0%	0	1%
				Very clear	25	17%	22			19%		12%	8	14%	11	20%	17	16%	16	15%	8	19%	6	15%
				Fairly clear	87	59%	91		56	62%		65%	31	54%	31	54%	64	60%	64	59%	22	56%	27	65%
Q20	tenure practices	tenure criteria	I find the tenure criteria (what things are	Neither clear nor unclear	21	14%	20			13%		15%	9	15%	7	12%	14	13%	14	13%	7	17%	6	15%
	overall		evaluated) in my department to be	Fairly unclear	12	8%	12			5%		6%	8	14%	7	12%	9	8%	11	10%	3	8%	1	4%
				Very unclear	3	2%	3	3 2%	1	1%	2	2%	2	3%	1	2%	3	3%	3	3%	0	0%	0	1%
				Very clear	12	8%	10	7%	7	8%	7	8%	5	9%	4	6%	10	9%	5	5%	3	6%	5	13%
	tenure practices		I find the tenure standards (the	Fairly clear	77	52%				53%		56%	30	51%	28	49%	57	53%	54	50%	20	50%	25	61%
Q21	overall	tenure standards	performance threshold) in my department	Neither clear nor unclear	29	20%	25		22	25%		15%	7	12%	11	20%	18	17%	18	17%	11	27%	7	18%
			to be	Fairly unclear	21	14%	28		11	12%		17%	11	18%	12	21%	17	16%	26	24%	4	10%	2	4%
				Very unclear	7	5%	6	,.	_	2%	•	4%	5	9%	2	4%	5	5%	4	4%	3	6%	2	4%
			16 14 1 1 6 11 4 4 11	Very clear	33	22%	19			22%		13%	14	23%	7	12%	18	17%	11	10%	15	38%	8	19%
Q22	tenure practices	tenure body of	I find the body of evidence that will be considered in making my tenure decision	Fairly clear Neither clear nor unclear	66 29	45% 20%	89 24			48% 19%		62% 17%	24 12	41% 20%	31 8	56% 15%	51 24	48% 22%	64 18	60% 17%	15 5	39% 13%	25 5	61% 13%
۷۷۷	overall	evidence	to be	Fairly unclear	29 16	11%	24 14			19%		7%	12	14%	8 7	13%	12	11%	18	11%	4	13%	2	13% 5%
				Very unclear	2	1%	3		1	1%		0%	1	2%	3	5%	2	2%	2	2%	0	0%	1	3%
				Very clear	30	20%	35			24%		27%	9	15%	10	18%	17	17%	22	21%	12	30%	13	32%
				Fairly clear	68	47%	75			51%		49%	23	40%	31	54%	52	50%	54	50%	16	39%	21	53%
Q23	tenure practices	sense of	My sense of whether or not I will achieve	Neither clear nor unclear	34	23%	26		14	16%	15	17%	20	34%	11	19%	26	25%	22	21%	7	18%	3	8%
	overall	achieving tenure	tenure is	Fairly unclear	10	7%	7		6	6%		5%	5	8%	2	4%	6	6%	4	4%	4	11%	3	7%
				Very unclear	4	3%	5	3%	2	2%	2	2%	2	3%	3	5%	3	3%	5	5%	1	2%	0	0%
				Very clear	32	21%	65		20	22%		43%	12	21%	25	44%	21	20%	38	35%	11	26%	26	64%
	tenure	expectations >	A scholar - Is what's expected in order to	Fairly clear	81	55%	60			56%		42%	30	53%	21	37%	61	57%	48	44%	20	49%	12	29%
Q24A		clarity > scholar	earn tenure CLEAR to you regarding your	Neither clear nor unclear	22	15%	11			17%		7%	7	12%	5	9%	16	15%	9	8%	6	15%	2	6%
	clarity	,	performance as:	Fairly unclear	11	7%	11			4%		7%	8	13%	5	9%	7	6%	11	10%	4	10%	0	1%
				Very unclear	26	1% 18%	2 41			1% 18%	•	1% 29%	9	2% 17%	1 15	2% 26%	20	2% 19%	28	2% 27%	6	0% 14%	13	32%
	tonuro		A teacher - Is what's expected in order to	Very clear Fairly clear	70	48%	76		44	51%		47%	26	45%	33	58%	20 51	49%	26 50	47%	19	47%	26	63%
Q24B	tenure expectations:	expectations >	earn tenure CLEAR to you regarding your	Neither clear nor unclear	34	24%				21%		7%	16	28%	4	8%	22	21%	9	9%	12	31%	20	4%
QL .D	clarity	clarity > teacher	performance as:	Fairly unclear	10	7%	15			5%		12%	6	10%	4	7%	7	7%	14	13%	4	9%	0	1%
				Very unclear	4	3%	5		4	5%		5%	0	0%	1	2%	4	4%	5	5%	0	0%	0	0%
				Very clear	16	12%	29		10	12%	19	21%	6	11%	10	19%	12	12%	16	16%	4	11%	13	31%
	tenure	expectations >	An advisor to students - Is what's expected	Fairly clear	50	37%	62	43%	35	42%	36	40%	16	29%	26	47%	34	35%	45	44%	16	40%	17	40%
Q24C		clarity > advisor	in order to earn tenure CLEAR to you	Neither clear nor unclear	43	31%	29	20%	21	25%	20	22%	22	40%	9	16%	29	29%	21	20%	14	35%	7	18%
	clarity	olarity = davidor	regarding your performance as:	Fairly unclear	22	16%	21			16%		14%	9	16%	9	17%	19	19%	17	17%	3	8%	4	10%
				Very unclear	7	5%	4			6%		4%	2	4%	1	2%	4	4%	4	4%	3	7%	0	0%
		expectations >		Very clear	10	7%	16		4	4%		13%	7	11%	4	8%	5	4%	8	8%	5	14%	8	19%
0040	tenure	clarity >	A colleague in your department - Is what's	Fairly clear	57	39%	52			40%		33%	22	38%	22	39%	46	43%	35	33%	11	29%	17	41%
Q24D	expectations: clarity	colleague in	expected in order to earn tenure CLEAR to you regarding your performance as:		50 19	34%				36% 13%		35% 12%	18 8	31%	18 9	32% 15%	33	31%	36 17	34% 16%	16 2	42% 5%	14 3	33% 6%
	Clarity	department	you regarding your performance as.	Fairly unclear Very unclear	19	13% 6%	20 10			13%		7%	8	13% 7%	4	7%	17 5	16% 5%	17	9%	4	11%	0	0%
				Very clear	8	5%	18			6%		11%	2	4%	7	13%	5	5%	11	10%	2	6%	 7	16%
	tenure	evnectations	A campus citizen - Is what's expected in	Fairly clear	40	28%	49			30%		32%	14	24%	20	36%	31	30%	34	32%	9	23%	15	38%
Q24E			order to earn tenure CLEAR to you	Neither clear nor unclear	47	33%	46			33%		32%	19	33%	17	31%	30	29%	32	30%	17	44%	14	34%
	clarity	citizen	regarding your performance as:	Fairly unclear	33	23%	26			20%		18%	15	26%	9	17%	27	26%	21	20%	6	14%	5	12%
				Very unclear	16	11%	8	8 6%	9	10%	6	7%	7	12%	2	3%	11	11%	8	8%	5	13%	0	0%
				Very clear	8	6%	18	12%	5	6%	10	11%	3	5%	7	13%	5	5%	11	11%	3	7%	6	17%
	tenure	expectations >	A member of the broader community - Is	Fairly clear	55	38%	42			40%		30%	20	36%	15	27%	40	39%	27	26%	15	37%	14	37%
Q24F	expectations:	clarity > member	what's expected in order to earn tenure CLEAR to you regarding your performance	Neither clear nor unclear	33	23%	43			23%		29%	13	22%	17	31%	22	21%	32	30%	11	27%	11	28%
	clarity	of community	as:	Fairly unclear	35	24%	31			20%		21%	17	31%	12	22%	27	26%	24	23%	8	19%	7	18%
				Very unclear	13	9%	11			12%		8%	3	6%	4	7%	9	9%	11	11%	4	10%	0	0%
				Very reasonable	30	20%	71			22%		57%	11	18%	19	36%	23	22%	44	41%	7	18%	27	71%
0254	tenure		A scholar - Is what's expected in order to	Fairly reasonable	81	55%	51			60%		30%	27	46%	24	45%	57	54%	42	40%	24	59%	9	23%
Q25A	expectations: reasonableness	reasonableness > scholar	earn tenure REASONABLE to you regarding your performance as:	Neither reasonable nor unreasonable		18% 6%	8 12			9% 7%		5% 6%	18 3	31%	3 7	6% 13%	20 7	18% 7%	7 11	7% 10%	7	16% 4%	1	2%
	i casoi iabici less	> sorioidi	regarding your performance as.	Fairly unreasonable Very unreasonable	9	6% 1%	12			7% 2%		6% 2%	0	5% 0%	0	13% 0%	0	7% 0%	11 2	10% 2%	2	4% 4%	1	4% 0%
				Very unreasonable Very reasonable	30	21%	72			25%		58%	9	15%	21	40%	25	24%	53	51%	5	12%	19	52%
	tenure	evnectations -	A teacher - Is what's expected in order to	Fairly reasonable	68	47%	48		44	25% 51%		26%	23	41%	25	40%	49	48%	32	31%	18	45%	16	42%
Q25B			earn tenure REASONABLE to you	Neither reasonable nor unreasonable		28%	17			21%		13%	22	38%	5	10%	25	24%	14	14%	15	37%	2	6%
	reasonableness	> teacher	regarding your performance as:	Fairly unreasonable	6	4%				3%		2%	3	6%	2	4%	4	4%	4	4%	2	6%	0	0%
			-	Very unreasonable	0	0%	1			0%		1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
				•											-									

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

	y Administration		5 54 . 15)			OVE	RALL			MAI	LES		•	FEMA		-	WH	IITE F	ACULTY		FAC	CULTY	F COL	OR
	,				Curre	ent	Pri	or	Curre	ent	Prid	or	Curre		Prior	r	Curre	nt	Prio	r	Curi	rent	Pric	ır
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very reasonable	25	18%	65	47%	15	18%	45	53%	10	18%	19	37%	18	18%	50	50%	7	16%	15	38%
	tenure		An advisor to students - Is what's expected		49	36%	38	27%	36	43%	21	24%	13	24%	17	32%	32	33%	20	20%	17	42%	18	46%
Q25C	expectations:		in order to earn tenure REASONABLE to	Neither reasonable nor unreasonable		42%	30	22%	29	35%	19	22%	29	53%	12	22%	42	42%	25	25%	17	42%	5	13%
	reasonableness	> advisor	you regarding your performance as:	Fairly unreasonable	6	4%	5	4%	3	4%	0	0%	3	5%	5	9%	6	6%	4	4%	0	0%	1	3%
				Very unreasonable	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
		expectations >	A colleague in your department - Is what's	Very reasonable	15	10%	53	38%	8	9%	37	42% 27%	7	12% 27%	16	31%	12	11%	39	38%	3	8%	14	38%
Q25D	tenure		expected in order to earn tenure	Fairly reasonable	50 73	35%	40	29% 27%	35	40%	23 23		16 29	2. 70	17	32% 28%	37	35%	27	27%	13 21	33%	13 6	35% 15%
QZSD	expectations: reasonableness	> colleague in	REASONABLE to you regarding your	Neither reasonable nor unreasonable Fairly unreasonable	6	50% 4%	38 7	5%	44 1	50% 1%	23 4	27% 4%	29 5	51% 8%	15 3	20% 6%	52 4	49% 4%	32	32% 4%	21	53% 5%	3	8%
	roadonabionodo	department	performance as:	Very unreasonable	1	1%	1	1%	0	0%	0	0%	1	2%	1	2%	1	1%	0	0%	0	0%	1	3%
				Very reasonable	13	9%	41	30%	9	11%	29	34%	4	6%	12	23%	8	8%	30	30%	5	12%	11	29%
	tenure	evnectations >	A campus citizen - Is what's expected in	Fairly reasonable	36	25%	50	36%	26	30%	27	31%	11	19%	23	44%	27	26%	35	34%	9	24%	15	40%
Q25E	expectations:		order to earn tenure REASONABLE to you			64%	45	32%	49	58%	28	33%	42	73%	16	31%	69	66%	34	34%	23	59%	10	28%
	reasonableness		regarding your performance as:	Fairly unreasonable	2	2%	1	1%	1	2%	1	1%	1	1%	0	0%	0	0%	0	0%	2	6%	1	3%
				Very unreasonable	0	0%	2	1%	0	0%	1	1%	0	0%	1	2%	0	0%	2	2%	0	0%	0	0%
				Very reasonable	11	8%	34	25%	8	9%	22	27%	3	5%	11	22%	8	8%	25	25%	3	7%	9	23%
	tenure		A member of the broader community - Is	Fairly reasonable	52	36%	40	29%	35	40%	23	27%	17	30%	17	32%	37	36%	27	27%	15	36%	13	34%
Q25F	expectations:	reasonableness > member of	what's expected in order to earn tenure REASONABLE to you regarding your	Neither reasonable nor unreasonable	76	53%	60	44%	42	47%	38	45%	35	62%	22	42%	55	53%	45	45%	22	53%	15	41%
	reasonableness	community	performance as:	Fairly unreasonable	4	3%	2	1%	2	2%	0	0%	2	3%	1	2%	2	2%	1	1%	2	4%	1	2%
		Coiidility		Very unreasonable	1	1%	2	1%	1	1%	1	1%	0	0%	1	2%	1	1%	2	2%	0	0%	0	0%
		consistent		Strongly agree	28	19%	23	16%	20	22%	17	19%	8	14%	5	10%	23	22%	16	16%	5	12%	6	16%
	tenure practices	messages about	I have received consistent messages from	Somewhat agree	60	41%	33	23%	38	43%	17	19%	22	38%	16	30%	41	39%	20	19%	19	46%	13	34%
Q26	overall	tenure from	senior colleagues about the requirements	Neither agree nor disagree	15	10%	15	10%	7	8%	8	9%	7	12%	7	13%	10	9%	10	10%	5	12%	5	13%
		tenured	for tenure.	Somewhat disagree	36	25%	50	35%	20	22%	37	41%	17	29%	13	24%	25	24%	38	36%	11	27%	12	31%
		colleagues		Strongly disagree	8	5%	23	16%	4	5%	10	11%	4	6%	12	23%	6	6%	20	19%	2	4%	3	7%
			In my opinion, tenure decisions here are	Strongly agree	50	36%	33	23%	33	38%	22	26%	17	32%	10	18%	39	39%	24	24%	11	28%	8	21%
0074	tenure practices	tenure decisions	made primarily on performance-based	Somewhat agree	55	39%	57	40%	36	42%	34	39%	19 7	35%	23 7	41%	36	36%	39	38%	18 3	47%	17	45%
Q27A	overall	based on performance	criteria rather than on non-performance	Neither agree nor disagree	12	9%	15	10%	5	5%	8	9%	7	14% 14%	•	13%	10	9%	11	11%	-	7%	4	10%
		periormance	criteria.	Somewhat disagree	17 6	12% 4%	26	18% 8%	9	11% 3%	13 9	15%	3	14% 5%	13 3	23% 5%	11	11% 4%	18	18%	6	15% 4%	8	20%
				Strongly disagree Very satisfied	32	22%	12 39	27%	23	26%	29	10% 32%	9	15%	11	19%	20	19%	10 29	10% 27%	12	30%	10	4% 27%
		aanand	The way you spend your time as a faculty	Satisfied	32 80	54%	68	47%	23 47	53%	42	32% 47%	33	56%	26	47%	59	55%	48	46%	21	52%	20	51%
Q28	nature of work	way you spend your time as a	member - Please indicate your level of	Neither satisfied nor dissatisfied	11	7%	4	3%	3	4%	1	2%	8	13%	3	5%	10	9%	4	4%	1	3%	0	1%
Q0	overall	faculty member	satisfaction or dissatisfaction with the	Dissatisfied	22	15%	25	17%	14	16%	13	15%	8	13%	11	20%	17	16%	18	17%	4	11%	7	17%
		•	following:	Very dissatisfied	3	2%	9	6%	1	1%	4	5%	2	3%	4	8%	1	1%	7	7%	2	4%	1	4%
				Very satisfied	22	15%	N/A	N/A	19	21%	N/A	N/A	3	5%	N/A	N/A	15	14%	N/A	N/A	7	18%	N/A	N/A
		number of hours	The number of hours you work as a faculty	Satisfied	69	47%	N/A	N/A		47%	N/A	N/A	28	47%	N/A	N/A	50	47%	N/A	N/A	19	49%	N/A	N/A
Q28B	nature of work overall	you work as a	member in an average week - Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	25	17%	N/A	N/A	10	11%	N/A	N/A	15	26%	N/A	N/A	18	16%	N/A	N/A	7	18%	N/A	N/A
	Overall	faculty member	dissatisfaction with the following:	Dissatisfied	26	17%	N/A	N/A	15	17%	N/A	N/A	11	18%	N/A	N/A	22	20%	N/A	N/A	4	9%	N/A	N/A
			alcoalloraction man the renorming.	Very dissatisfied	5	4%	N/A	N/A	3	3%	N/A	N/A	2	4%	N/A	N/A	3	3%	N/A	N/A	2	6%	N/A	N/A
				Very satisfied	57	40%	68	47%	33	38%	43	48%	24	43%	25	45%	45	43%	50	49%	12	30%	17	43%
	nature of work >	level of courses	The level of the courses you teach -	Satisfied	63	44%	56	38%	42	48%	33	37%	21	38%	23	41%	41	40%	41	40%	22	56%	14	35%
Q29A	teaching	you teach	Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	14	10%	8	5%	7	8%	3	4%	7	13%	4	8%	12	11%	4	4%	2	6%	4	9%
		,	dissatisfaction with the following:	Dissatisfied	8	5%	8	5%	4	4%	8	9%	4	7%	0	0%	5	5%	4	4%	3	7%	4	9%
				Very dissatisfied	1	1%	6	4%	1	1%	3	3%	0	0%	3	5%	1	1%	4	4%	0	0%	2	4%
				Very satisfied	51	35%	68	47%	27	32%	44	49%	23	41%	24	44%	39	37%	53	51%	12	31%	16	39%
0000	nature of work >	number of	The number of courses you teach - Please	Satisfied	66	46%	44	31%	44	50%	29 7	33%	23	40%	15	27%	48	46%	28	27%	18	46%	16	39%
Q29B	teaching	courses you teach	indicate your level of satisfaction or dissatisfaction with the following:	Neither satisfied nor dissatisfied	17 7	12%	11 14	7%	11 3	13%	7	7%	6	10%	4 7	7%	11	11%	6	6%	6	16%	5 3	11%
		teacri	dissatisfaction with the following.	Dissatisfied	7	5%	74	9% 5%	3	3% 1%	,	7% 3%	4	7% 1%	, 5	13% 9%	5	5% 1%	11	10% 6%	2	6% 2%	3	7% 4%
				Very dissatisfied Very satisfied	60	1% 42%	71	49%	33	38%	45	50%	27	1% 47%	26	9% 47%	47	45%	55	53%	13	32%	16	40%
		degree of	The degree of influence you have over the	Satisfied	68	42%	45	31%	33 44	51%	30	33%	24	41%	15	28%	47	42%	29	28%	24	60%	16	39%
Q29C	nature of work >	influence over	courses you teach - Please indicate your	Neither satisfied nor dissatisfied	9	6%	12	9%	6	7%	30 7	33% 7%	3	6%	6	11%	6	42% 6%	29 9	26% 9%	3	8%	4	39% 9%
Q230	teaching	which courses	level of satisfaction or dissatisfaction with	Dissatisfied	6	4%	12	8%	3	4%	7	8%	3	5%	5	9%	6	6%	7	7%	0	0%	5	12%
		you teach	the following:	Very dissatisfied	1	1%	4	3%	0	0%	1	1%	1	2%	3	5%	1	1%	4	4%	0	0%	0	0%
				Very satisfied	79	55%	100	70%	48	56%	63	70%	30	52%	38	70%	61	58%	76	73%	18	45%	25	61%
		P	The discretion you have over the content	Satisfied	58	40%	31	22%	31	36%	18	21%	27	46%	13	23%	37	36%	20	20%	20	51%	11	26%
Q29D	nature of work >		of your courses you teach - Please indicate	Neither satisfied nor dissatisfied	7	5%	8	6%	6	7%	6	7%	1	2%	2	4%	5	5%	4	4%	2	4%	4	10%
	teaching	course content	your level of satisfaction or dissatisfaction with the following:	Dissatisfied	0	0%	3	2%	0	0%	2	3%	0	0%	1	2%	0	0%	2	2%	0	0%	1	3%
			with the following.	Very dissatisfied	1	1%	1	1%	1	1%	0	0%	0	0%	1	2%	1	1%	1	1%	0	0%	0	0%
				Very satisfied	39	27%	55	38%	19	23%	35	39%	19	33%	21	37%	31	30%	36	35%	8	20%	19	46%
	nature of work -	number of	The number of students you teach -	Satisfied	64	45%	51	35%	43	50%	29	33%	21	36%	22	40%	47	45%	38	37%	17	43%	13	32%
Q29E	nature of work > teaching	students you	Please indicate your level of satisfaction or	Neither satisfied nor dissatisfied	21	14%	15	10%	13	16%	8	9%	8	13%	7	12%	10	10%	11	11%	11	27%	4	10%
	todoming	teach	dissatisfaction with the following:	Dissatisfied	17	11%	20	14%	9	11%	16	18%	7	12%	4	7%	13	13%	15	15%	3	8%	5	12%
				Very dissatisfied	4	2%	3	2%	0	0%	1	1%	4	6%	2	3%	3	3%	3	3%	1	2%	0	0%

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

	Administration	ty Job Satisfacti	on Survey			OVE	RALI			MAL	FS		СПА	FEMA	VER III	VIE	WE	IITE E	ACULTY		FΔC	III TY C	F COL)B
Our ve	Administratio	511 2000 05			Curre		Pr	rior	Curre		Pric	or	Curre		Prio	r	Curre		Prio	r	Curr		Prio	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			The quality of undergraduate students with	Very satisfied	18	14%	25		12	15%	13	16%	6	13%	11	23%	16	18%	18	19%	2	6%	6	18%
0005	nature of work >	quality of	whom you interact - Please indicate your	Satisfied	50	39%	47		34	44%	29	35%	16	32%	17	36%	37	40%	38	40%	13	37%	8	23%
Q29F	teaching	undergraduate students	level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied Dissatisfied	33	26% 16%	21 24		22 9	28%	14 16	17% 19%	11 11	22% 22%	9	15% 18%	23	25% 13%	15	16% 14%	9	26% 23%	6 11	17% 31%
		students	the following:	Very dissatisfied	20 7	5%	14	11%	1	12% 1%	10	12%	6	11%	4	8%	12 4	4%	13 10	11%	3	8%	11	11%
				Very satisfied	38	27%	27		19	23%	15	18%	19	33%	12	23%	29	28%	24	24%	10	24%	3	8%
		quality of	The quality of graduate students with	Satisfied	61	43%	64		43	50%	41	49%	18	32%	22	44%	44	42%	43	44%	18	44%	20	54%
Q29G	nature of work > teaching	graduate	whom you interact - Please indicate your level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	26	18%	20	15%	12	14%	14	17%	14	24%	6	12%	20	19%	14	14%	6	16%	6	16%
	teaching	students	the following:	Dissatisfied	13	9%	18	13%	9	10%	9	11%	5	8%	9	18%	8	8%	13	13%	5	13%	5	15%
				Very dissatisfied	5	3%	7	5%	4	4%	5	6%	1	2%	2	4%	3	3%	4	4%	1	4%	3	7%
			The amount of time you have to conduct	Very satisfied	19	13%	18		14	16%	13	14%	5	8%	5	10%	10	9%	10	10%	9	21%	8	20%
OZOB	nature of work >	amount of time to	research/produce creative work - Please	Satisfied	47	32%	39		31	34%	27	30%	16	28%	12	23%	32	30%	27	26%	15	36%	12	31%
Q30B	research	conduct research	indicate your level of satisfaction or	Neither satisfied nor dissatisfied Dissatisfied	24 42	16% 29%	17 51		11	12% 29%	15 29	17% 32%	12 16	21% 28%	2 22	4% 42%	19 36	17% 34%	11 42	11% 41%	5 6	12% 15%	9	16% 22%
			dissatisfaction with the following:	Very dissatisfied	16	11%	17		26 8	9%	6	6%	9	15%	11	21%	10	9%	13	12%	6	16%	4	11%
				Very satisfied	9	6%	10	7%	6	7%	8	9%	2	4%	2	5%	6	6%	7	7%	2	6%	3	8%
		expectations for	The amount of external funding you are	Satisfied	39	27%	39		26	30%	28	32%	12	22%	10	20%	27	26%	24	24%	11	29%	14	37%
Q30C	nature of work > research	finding external	expected to find - Please indicate your level of satisfaction or dissatisfaction with	Neither satisfied nor dissatisfied	56	39%	48	34%	32	37%	31	35%	24	42%	17	33%	43	42%	34	34%	13	33%	13	35%
	research	funding	the following:	Dissatisfied	30	21%	28	20%	16	19%	14	16%	14	25%	14	26%	19	19%	23	23%	11	28%	5	13%
				Very dissatisfied	10	7%	15		6	7%	6	7%	4	7%	9	16%	8	8%	12	12%	2	4%	3	8%
			The influence you have over the focus of	Very satisfied	70	48%	86		42	47%	58	64%	28	48%	28	52%	53	50%	63	60%	17	41%	23	59%
0000	nature of work >	influence over	your research/creative work - Please	Satisfied	62	42%	39		40	45%	22	24%	22	38%	17	31%	43	41%	28	27%	19	46%	11	27%
Q30D	research		indicate your level of satisfaction or	Neither satisfied nor dissatisfied	10	7%	9	6%	5	5%	6	6%	6	10%	3 5	5%	6	6%	7	7%	4	10%	2	4%
			dissatisfaction with the following:	Dissatisfied Very dissatisfied	4	3% 1%	9	6% 1%	2	2% 0%	3	4% 1%	2	3% 1%	5 1	10% 2%	4	4% 0%	5 2	5% 2%	1	0% 2%	0	10% 0%
				Very satisfied	26	18%	22		18	20%	15	17%	8	15%	7	13%	18	18%	16	16%	8	20%	6	16%
			The quality of facilities (i.e., office, labs,	Satisfied	55	39%	51		34	38%	34	38%	22	39%	17	31%	38	36%	34	33%	18	46%	17	42%
Q31	nature of work	quality of facilities	classrooms) - Please indicate your level of	Neither satisfied nor dissatisfied	27	19%	13	9%	20	23%	8	8%	7	13%	5	9%	21	20%	10	10%	6	14%	3	7%
	overall		satisfaction or dissatisfaction with the following:	Dissatisfied	21	15%	32	22%	9	11%	19	22%	12	22%	13	23%	18	17%	25	24%	4	9%	7	18%
				Very dissatisfied	13	9%	26	18%	7	8%	13	15%	6	11%	13	23%	9	9%	19	18%	4	11%	7	18%
			The amount of access you have to	Very satisfied	15	10%	13	9%	9	11%	9	11%	5	9%	4	8%	12	12%	10	10%	3	6%	3	8%
000	nature of work		Teaching Fellows, Graduate Assistants, et	Satisfied	43	30%	34		30	36%	22	26%	13	23%	11	21%	29	29%	22	22%	14	34%	11	28%
Q32	overall	to TA's, RA's, etc.	al Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	36	26%	23		24	29%	15	17%	12	21%	8	15%	24	24%	13	13%	12 7	30%	10 7	24%
		etc.	following:	Dissatisfied Very dissatisfied	32 15	23% 11%	43 27		16 5	19% 6%	25 16	28% 18%	16 10	29% 18%	18 11	35% 21%	25 11	25% 11%	36 18	36% 18%	5	18% 12%	9	18% 22%
				Very satisfied	33	23%	39		19	21%	29	32%	15	25%	10	19%	23	22%	31	30%	10	25%	9	21%
			Clerical/administrative services - How	Satisfied	64	43%	46		41	46%	28	31%	23	39%	18	34%	47	45%	29	28%	16	40%	17	42%
Q33A	nature of work		satisfied are you with the quality of these	Neither satisfied nor dissatisfied	19	13%	12		11	13%	5	6%	8	14%	6	12%	12	11%	10	10%	7	18%	2	5%
	overall	ative services	support services?	Dissatisfied	25	17%	30	21%	15	16%	16	18%	11	18%	14	26%	19	18%	19	18%	6	15%	11	28%
				Very dissatisfied	6	4%	16	11%	3	4%	12	13%	3	4%	4	8%	5	5%	14	14%	1	2%	2	4%
				Very satisfied	13	9%	24		7	8%	18	21%	5	10%	6	12%	11	11%	17	18%	2	4%	7	17%
0000	nature of work >		Research services - How satisfied are you	Satisfied	57	40%	48		40	46%	27	32%	17	31%	20	42%	34	33%	29	31%	23	58%	18	46%
Q33B	research	research services	with the quality of these support services?	Neither satisfied nor dissatisfied Dissatisfied	37 27	26% 19%	20 29		17 16	20% 19%	12 20	14% 23%	20 10	35% 19%	8 9	17%	27 23	27% 23%	16 21	17% 23%	10 4	24% 9%	4 8	10% 20%
				Very dissatisfied	8	6%	14	10%	5	6%	9	10%	3	5%	5	19% 10%	6	6%	11	12%	2	5%	3	7%
				Very satisfied	11	8%	28		5	7%	19	22%	6	11%	9	18%	9	10%	18	18%	2	5%	10	25%
			Tarabian and the C.C.	Satisfied	71	54%	47		45	59%	26	30%	25	47%	21	42%	45	50%	32	33%	25	63%	15	39%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Neither satisfied nor dissatisfied	32	24%	39	28%	17	22%	26	30%	15	27%	12	24%	23	25%	33	34%	9	23%	5	13%
	todoming		are quality of those support services?	Dissatisfied	14	11%	15		7	10%	10	11%	7	12%	5	10%	12	13%	9	9%	2	5%	6	15%
				Very dissatisfied	3	3%	10		2	3%	7	7%	1	2%	3	6%	2	2%	6	6%	1	3%	4	9%
				Very satisfied	27	19%	44		11	12%	27	30%	16	28%	17	31%	18	17%	31	30%	9	23%	12	31%
0225	nature of work	computing	Computing services - How satisfied are	Satisfied	73	50%	48		47	54%	30	34%	26	44%	18	33%	55	53%	33	32%	18	44%	15	37%
Q33D	overall	services	you with the quality of these support services?	Neither satisfied nor dissatisfied Dissatisfied	20 20	14% 14%	26 21		14 11	16% 13%	17 13	19% 15%	6 8	10% 14%	9 8	17% 15%	12 14	12% 14%	20 15	19% 15%	8 6	19% 14%	6 6	15% 16%
				Very dissatisfied	20 5	3%	4	3%	3	4%	2	2%	2	3%	2	4%	5	5%	4	4%	0	0%	0	1%
				Very important	26	18%	69	48%	14	16%	43	48%	12	21%	26	48%	17	16%	51	49%	9	22%	17	43%
	policy/practice >		Formal mentoring program for junior	Important	79	54%	48	34%	49	55%	28	32%	30	52%	20	37%	58	55%	32	31%	21	50%	16	41%
Q34A1	importance >		faculty - Please rate how important or unimportant you think each would be to	Neither important nor unimportant	29	20%	20		18	21%	13	15%	11	19%	6	12%	21	20%	13	13%	8	20%	7	16%
	climate/culture		your success.	Unimportant	8	5%	7	5%	5	6%	5	6%	3	5%	2	4%	6	6%	7	7%	2	4%	0	0%
			· · · · · · · · · · · · · · · · · · ·	Very unimportant	4	3%	0	0%	3	3%	0	0%	2	3%	0	0%	3	3%	0	0%	1	4%	0	0%
				Very important	58	39%	101		30	34%	58	64%	28	47%	44	81%	41	39%	73	71%	16	40%	28	70%
0044-	policy/practice >	informal	Informal mentoring - Please rate how	Important	73	49%			46	52%	29	32%	26	45%	9	17%	50	48%	28	27%	22	54%	11	27%
Q34A2	importance > climate/culture	mentoring	important or unimportant you think each would be to your success.	Neither important nor unimportant	15	10%	4		11	12%	3	4%	4	6%	1	2%	12	12%	3	3%	2	5%	1	3%
	omnate/culture		would be to your success.	Unimportant Very unimportant	2	1% 0%	0		1	1% 0%	0	0% 0%	1 0	2% 0%	0	0% 0%	2 0	2% 0%	0	0% 0%	0	0% 0%	0	0% 0%
				vory unimportant	U	0 /0	U	U /0	U	0 70	U	0 /0	U	U /0	U	0 /0	- 0							

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

	Administration		on ourvey			OVE	RALL			МА	LES		CITA	FEMA	VER IIIVI LES	_	WH	IITE F	ACULTY	,	FAC	ULTY C	F COL	OR
Curve	, ammoration	11 2000 00			Curre		Pri	ior	Curr		Pri	or	Curre		Prior		Curre		Prior		Curr		Pric	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count		Count	%	Count	%	Count	%	Count	%	Count	%
			David die farmal auf aus auch aus fan	Very important	34	23%	72	50%	19	22%	43	48%	15	25%	29	53%	24	22%	52	50%	10	24%	19	49%
	policy/practice >	periodic, formal	Periodic, formal performance reviews for junior faculty - Pease rate how important or	Important	92	62%	56	39%	54	61%		40%	38	64%	21	38%	64	60%	43	41%	28	67%	14	34%
Q34A3		performance	unimportant you think each would be to	Neither important nor unimportant	19	13%	9	6%	13	15%		8%	6	9%	2	4%	17	16%	4	4%	2	4%	5	13%
	tenure	reviews	your success.	Unimportant	2	1%	4	3%	1	1%	3	3%	1	1%	1	2%	0	0%	4	4%	2	4%	0	1%
			• • • • • • • • • • • • • • • • • • • •	Very unimportant	1	1%	2	1%	1	1%		1%	0	0%	1	2%	1	1%	1	1%	0	0%	1	3%
			Written summary of periodic performance	Very important	29	19%	67	46%	13	14%		47%	16	27%	25	46%	19	18%	49	47%	10	24%	18	46%
	policy/practice >		reviews for junior faculty - Please rate how	Important	92	63%	54	37%	59	67%		32%	33	56%	25	46%	66	63%	40	39%	26	63%	13	33%
Q34A4	importance >	of performance	important or unimportant you think each	Neither important nor unimportant	20	14%	15	10%	13	15%		13%	7	12%	3	6%	17	16%	9	9%	3	8%	6	14%
	tenure	reviews	would be to your success.	Unimportant	4	2%	5	4%	1	1%	_	6%	3	4%	0	0%	3	3%	4	4%	1	2%	1	3%
				Very unimportant	2	1%	4	2%	2	2%		2%	0	0%	1	2%	1	1%	2	2%	1	2%	2	4%
			Professional assistance in obtaining	Very important	47	32%	89	62%		26%		59%	24	42%	36	67%	34	33%	67	64%	12	30%	23	57%
	policy/practice >	professional	externally funded grants - Please rate how	Important	76	52%	34	24%	48	55%		26%	28	49%	10	19%	49	47%	21	21%	27	66%	13	32%
Q34A5		assistance in	important or unimportant you think each	Neither important nor unimportant	14	9%	14	10%	9	11%		8%	4	8%	6	12%	12	12%	11	11%	2	4%	3	7%
	research	obtaining grants	would be to your success.	Unimportant	7	5%	3	2%	6	7%		1%	1	2%	1	2%	7	7%	1	1%	0	0%	2	4%
				Very unimportant	1	1%	4	3%	1	1%	•	5%	0	0%	0	0%	1	1%	4	4%	7	0%	0	0%
		professional	Professional assistance for improving	Very important	18	12%	31	22%	10	11%		19%	8	14%	14	26%	11	10%	19	18%	•	17%	12	30%
00440	policy/practice >	assistance for	teaching - Please rate how important or	Important	79	54%	72	50%		51%		57%	34	59%	21	39%	52	49%	53	51%	27	67%	19	48%
Q34A6	importance >	improving	unimportant you think each would be to	Neither important nor unimportant	30	21%	21	15%		24%		13%	9	16%	10	18%	23	22%	14	14%	7	16%	7	18%
	teaching	teaching	your success.	Unimportant	15	10%	14	10%	12	13%		9%	4	6%	6	11%	15	15%	13	13%	0	0%	1	3%
				Very unimportant	- 4	3%	4	3%	1	1%		1%	3	5%	3	6%	4	4%	70	4%		0%	0	1%
			Travel funds to present papers or conduct	Very important	73 64	50% 44%	102	71% 23%	37 44	42% 50%		67% 26%	36	62% 35%	42 10	78% 19%	56 43	52% 41%	73	71% 22%	17	43% 51%	29 11	73%
02447	policy/practice >	traval funda	research - Please rate how important or	Important	7		33 7		6				20 1		10				22 7		20		11	27%
Q34A7	importance > research	travel funds	unimportant you think each would be to	Neither important nor unimportant	•	5%	1	5%		6%		6% 1%	1	2% 2%		4%	5	5%	1	7% 1%	1	4% 2%	0	0% 0%
	research		your success.	Unimportant	3	2% 0%	0	1% 0%	2	2% 0%		1% 0%	0	0%	0	0% 0%	2	2% 0%	0	0%	0	2% 0%	0	0%
				Very important	52	36%		49%	26	30%		42%	26	46%	32	60%	39	37%	52	50%	14	35%	17	46%
			Paid or unpaid research leave during the	Very important Important	63	44%	69 40	28%	39	45%		28%	26	40%	32 16	29%	43	41%	28	27%	20	51%	11	30%
Q34A8	policy/practice > importance >	paid/unpaid	pre-tenure period - Please rate how	Neither important nor unimportant	22	15%	25	17%	15	17%		22%	7	12%	5	10%	17	16%	16	16%	5	12%	8	22%
QUANU	research	research leave	important or unimportant you think each	Unimportant	6	4%	4	3%	6	7%		4%	0	0%	1	2%	5	5%	4	4%	1	2%	0	0%
	100001011		would be to your success.	Very unimportant	0	0%	4	2%	0	0%		4%	0	0%	0	0%	0	0%	3	3%	0	0%	0	1%
				Very important	36	25%	30	22%	17	20%		13%	19	34%	19	35%	25	24%	22	21%	11	29%	9	23%
	policy/practice >		Paid or unpaid personal leave during the	Important	60	42%	46	33%	34	39%		26%	26	46%	23	43%	39	38%	31	30%	20	52%	15	41%
Q34A9	importance >	paid/unpaid	pre-tenure period - Very important- Please	Neither important nor unimportant	27	19%	42	30%	18	21%		37%	9	15%	10	19%	21	21%	31	29%	6	14%	12	32%
	work/home	personal leave	rate how important or unimportant you	Unimportant	16	11%	13	9%	15	17%		13%	1	2%	2	4%	14	13%	13	13%	2	6%	0	0%
			think each would be to your success.	Very unimportant	4	3%	9	6%	2	2%		10%	2	3%	0	0%	4	4%	7	7%	0	0%	2	4%
				Very important	45	31%	73	52%	22	25%		44%	23	39%	35	65%	35	33%	50	48%	10	25%	23	63%
	policy/practice >	upper limit on	An upper limit on committee assignments	Important	75	52%	52	37%	48	55%		39%	27	47%	18	33%	55	53%	44	42%	20	50%	8	21%
Q34A1	importance >	committee	for tenure-track faculty - Please rate how	Neither important nor unimportant	22	15%	13	9%	15	17%	12	14%	7	12%	1	2%	12	12%	8	8%	10	24%	5	13%
0	tenure	assignments	important or unimportant you think each	Unimportant	3	2%	3	2%		2%		4%	1	2%	0	0%	2	2%	2	2%	1	2%	1	3%
			would be to your success.	Very unimportant	0	0%	0	0%	0	0%		0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
				Very important	74	50%	110	77%	35	40%	68	76%	38	65%	42	78%	53	50%	81	78%	21	50%	29	73%
00111	policy/practice >	upper limit on	An upper limit on teaching obligations -	Important	63	43%	29	20%	46	52%	18	20%	18	30%	11	21%	46	44%	18	18%	17	43%	11	27%
Q34A1	importance >	teaching	Please rate how important or unimportant	Neither important nor unimportant	8	6%	3	2%	5	6%	2	2%	3	5%	1	2%	5	5%	3	3%	3	7%	0	0%
'	teaching	obligations	you think each would be to your success.	Unimportant	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
				Very unimportant	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
				Very important	30	21%	52	36%	15	18%	30	34%	15	26%	21	39%	24	23%	34	33%	7	17%	17	44%
02444	policy/practice >	peer reviews of	Peer reviews of teaching or	Important	94	65%	66	46%	59	68%	44	50%	35	60%	22	40%	64	61%	51	49%	30	74%	15	37%
Q34A1	importance >	teaching or	research/creative work - Please rate how important or unimportant you think each	Neither important nor unimportant	18	12%	14	10%	10	12%	9	10%	8	13%	5	10%	15	14%	9	9%	3	7%	5	13%
2	climate/culture	research	would be to your success.	Unimportant	3	2%	9	6%	2	2%	4	5%	1	2%	5	9%	2	2%	7	7%	1	2%	2	6%
				Very unimportant	0	0%	2	1%	0	0%	1	1%	0	0%	1	2%	0	0%	2	2%	0	0%	0	0%
				Very important	39	27%	49	34%	18	20%	19	21%	21	38%	30	57%	24	23%	29	29%	15	39%	19	48%
Q34A1	policy/practice >		Childcare - Please rate how important or	Important	40	28%	32	23%	26	30%		22%	14	24%	12	23%	28	27%	22	22%	12	31%	10	24%
3	importance >	childcare	unimportant you think each would be to	Neither important nor unimportant	40	28%	35	25%	28	32%	28	32%	13	23%	7	14%	33	32%	29	28%	7	18%	7	17%
0	work/home		your success.	Unimportant	11	8%	5	3%	9	11%		5%	2	3%	0	0%	10	10%	2	2%	1	2%	3	7%
				Very unimportant	13	9%	20	14%	7	8%		19%	7	12%	3	6%	10	9%	19	18%	4	9%	2	4%
				Very important	9	6%	21	15%	4	4%		14%	5	9%	8	16%	2	2%	9	9%	7	18%	12	30%
Q34A1	policy/practice >	financial	Financial assistance with housing - Please	Important	40	28%	31	22%	27	30%		20%	13	23%	13	24%	26	25%	21	21%	14	35%	10	24%
4	importance >	assistance with	rate how important or unimportant you	Neither important nor unimportant	55	38%	49	34%		40%		29%	20	34%	23	43%	42	40%	35	34%	13	33%	14	35%
	compensation	housing	think each would be to your success.	Unimportant	25	17%	14	10%	14	15%		9%	12	20%	6	11%	21	20%	11	11%	4	11%	3	7%
				Very unimportant	16	11%	27	19%	9	10%		28%	7	13%	3	5%	15	14%	26	25%	1	4%	2	4%
			Stop-the-clock for parental or other family	Very important	46	32%	56	39%		24%		29%	25	43%	30	56%	29	28%	38	37%	17	43%	18	45%
Q34A1	policy/practice >		reasons - Please rate how important or	Important	65	45%	48	34%	42	49%		33%	22	39%	19	35%	49	47%	38	38%	15	38%	10	25%
5	importance >	stop-the-clock	unimportant you think each would be to	Neither important nor unimportant	22	15%	25	18%	14	16%		25%	8	13%	4	7%	14	13%	15	14%	8	19%	11	26%
	work/home		your success.	Unimportant	8	6%	6	5%		6%		7%	3	5%	0	0%	8	8%	5	5%	0	0%	1	3%
				Very unimportant	4	3%	6	4%	4	5%	5	6%	0	0%	1	2%	4	4%	6	6%	0	0%	0	0%

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Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

	Administration		ion Survey			OVE	RALL			MAI	LES		CITA	FEMA		"-	WH	IITE E	ACULTY		FAC	ULTY (OF COLO	OR
Curve	, ammoudation	11 2000 00			Curre		Pric	or	Curre		Pric	or	Curre		Prior	r	Curre		Prio		Curr		Prio	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
				Very important	40	28%	41	29%	20	24%	20	23%	20	35%	21	41%	27	26%	27	26%	13	33%	15	37%
Q34A1	policy/practice >	spousal/partner	Spousal/partner hiring program - Please	Important	37	26%	39	27%	22	26%	22	25%	15	26%	16	32%	22	22%	23	23%	15	37%	15	39%
6	importance >	hiring program	rate how important or unimportant you	Neither important nor unimportant	40	28%	37	26%	26	30%	27	30%	14	25%	9	18%	32	32%	30	29%	8	19%	7	18%
o	work/home	riiing program	think each would be to your success.	Unimportant	12	9%	8	5%	9	10%	6	6%	4	6%	2	4%	10	10%	7	7%	2	5%	0	1%
				Very unimportant	13	9%	18	13%	9	10%	15	16%	4	7%	3	6%	10	10%	16	15%	3	7%	2	6%
				Very important	12	8%	N/A	N/A		4%	N/A	N/A	8	15%	N/A	N/A	7	6%	N/A	N/A	5	13%	N/A	N/A
Q34A1	policy/practice >		Elder care - Please rate how important or	Important	42	30%	N/A	N/A	26	31%	N/A	N/A	16	28%	N/A	N/A	29	28%	N/A	N/A	13	34%	N/A	N/A
7	importance >	elder care	unimportant you think each would be to	Neither important nor unimportant	53	37%	N/A	N/A		37%	N/A	N/A	22	38%	N/A	N/A	37	36%	N/A	N/A	16	40%	N/A	N/A
	work/home		your success.	Unimportant	17	12%	N/A	N/A		13%	N/A	N/A	6	10%	N/A	N/A	15	15%	N/A	N/A	2	4%	N/A	N/A
				Very unimportant	18	13%	N/A	N/A	13	15%	N/A	N/A	5	9%	N/A	N/A	14	14%	N/A	N/A	4	9%	N/A	N/A
				Very important	51	36%	N/A	N/A	34	39%	N/A	N/A	18	31%	N/A	N/A	37	35%	N/A	N/A	15	36%	N/A	N/A
Q34A1	policy/practice > importance >	tuition waivers	Tuition waivers for dependent or spouse -	Important	51	35%	N/A N/A	N/A N/A	31 14	36%	N/A N/A	N/A N/A	20	34% 25%	N/A N/A	N/A N/A	35	34%	N/A N/A	N/A N/A	16 7	39% 17%	N/A N/A	N/A N/A
8	compensation	tuition waivers	Please rate how important or unimportant you think each would be to your success.	Neither important nor unimportant	28 7	20%		,	14	16%	N/A N/A	N/A N/A	15				22	21% 6%		N/A	1	,.	N/A N/A	
	compensation		you think cach would be to your success.	Unimportant Very unimportant	6	5% 4%	N/A N/A	N/A N/A	4	5% 4%	N/A N/A	N/A N/A	3	5% 5%	N/A N/A	N/A N/A	6 4	4%	N/A N/A	N/A	2	3% 5%	N/A N/A	N/A N/A
				Very important	34	24%	N/A	N/A	15	17%	N/A	N/A	20	34%	N/A	N/A	21	20%	N/A	N/A	14	33%	N/A	N/A
	nolicy/practice >		Modified duties for parental or other family	Important	61	43%	N/A	N/A		50%	N/A	N/A	18	32%	N/A	N/A	45	44%	N/A	N/A	16	38%	N/A	N/A
Q34A1	policy/practice > importance >	modified duties	reasons - Please rate how important or	Neither important nor unimportant	38	26%	N/A	N/A		27%	N/A	N/A	15	26%	N/A	N/A	27	27%	N/A	N/A	10	25%	N/A	N/A
9	work/home	modinos sanos	unimportant you think each would be to	Unimportant	5	3%	N/A	N/A		2%	N/A	N/A	3	5%	N/A	N/A	5	5%	N/A	N/A	0	0%	N/A	N/A
			your success.	Very unimportant	5	4%	N/A	N/A	4	4%	N/A	N/A	2	3%	N/A	N/A	4	4%	N/A	N/A	1	4%	N/A	N/A
				Very important	10	7%	N/A	N/A	3	3%	N/A	N/A	7	13%	N/A	N/A	6	6%	N/A	N/A	4	10%	N/A	N/A
	policy/practice >		Part-time tenure-track position - Please	Important	22	15%	N/A	N/A	11	13%	N/A	N/A	11	19%	N/A	N/A	15	14%	N/A	N/A	8	18%	N/A	N/A
Q34A2	importance >	part-time tenure-	rate how important or unimportant you	Neither important nor unimportant	65	45%	N/A	N/A	41	48%	N/A	N/A	24	41%	N/A	N/A	47	45%	N/A	N/A	18	44%	N/A	N/A
0	work/home	track position	think each would be to your success.	Unimportant	27	18%	N/A	N/A	17	20%	N/A	N/A	10	17%	N/A	N/A	21	20%	N/A	N/A	6	14%	N/A	N/A
				Very unimportant	21	14%	N/A	N/A	14	17%	N/A	N/A	6	11%	N/A	N/A	15	15%	N/A	N/A	5	13%	N/A	N/A
				Very effective	3	3%	20	16%	2	3%	13	17%	1	3%	7	16%	3	4%	10	11%	0	0%	10	30%
	policy/practice >		Formal mentoring program for junior	Effective	34	34%	45	36%	25	37%	27	35%	9	27%	17	39%	28	38%	34	38%	6	23%	10	32%
Q34B1	effectiveness >	formal mentoring	faculty - How effective or ineffective for you		35	35%	19	16%	24	35%	14	18%	11	34%	5	11%	22	29%	13	15%	13	50%	6	18%
	climate/culture		have been the following at your institution?	Ineffective	18	18%	18	14%	11	16%	9	11%	8	23%	9	21%	13	17%	14	16%	5	21%	4	11%
				Very ineffective	11	10%	21	17%	6	9%	15	20%	4	13%	6	13%	9	12%	18	20%	2	6%	3	8%
				Very effective	14	11%	43	31%	6	8%	27	31%	8	16%	16	31%	10	10%	29	29%	5	12%	14	36%
	policy/practice >	informal	Informal mentoring - How effective or	Effective	63	48%	63	45%	43	53%	40	46%	20	41%	22	43%	47	50%	43	43%	16	44%	19	49%
Q34B2	effectiveness >	mentoring	ineffective for you have been the following	Neither effective nor ineffective	32	25%	11	8%	21	25%	6	7%	12	24%	5	9%	23	25%	9	9%	9	25%	2	4%
	climate/culture	ŭ	at your institution?	Ineffective	14	11%	16	12%	8	9%	10	11%	7	14%	6	13%	10	11%	12	12%	4	12%	4	11%
				Very ineffective	6	5%	7	5%	4	4%	5	6%	3	5%	2	4%	4	4%	7	7%	2	6%	0	0%
			Periodic, formal performance reviews for	Very effective	17	12%	30	22%	11	13%	16	19%	6	11%	14	26%	12	12%	13	13%	5	12%	16	44%
00.400	policy/practice >		junior faculty - How effective or ineffective	Effective	70	49%	54	40%	43	51%	32	38%	27	47%	22	42%	51	51%	40	41%	19 7	46%	14	38%
Q34B3	effectiveness > tenure	performance reviews	for you have been the following at your	Neither effective nor ineffective	29	20%	27	20%	15	17%	20	24%	14	25%	8 7	15%	22	21%	22	23%	9	18%	5	13%
	teriare	ieviews	institution?	Ineffective Very ineffective	21 5	15% 3%	19 6	14% 5%	14 2	16% 2%	12 5	14% 5%	7 3	12% 5%	2	14% 4%	12 4	12% 4%	17	17% 6%	9	22% 2%	2	4% 1%
				Very effective	10	8%	24	20%	4	5%	13	16%	6	13%	12	25%	6	7%	10	12%	4	12%	14	37%
	policy/practice >	written summary	Written summary of periodic performance	Effective	57	46%	47	38%	35	45%	27	35%	23	48%	20	43%	42	48%	34	40%	15	43%	13	34%
O34B4	effectiveness >	of performance	reviews for junior faculty - How effective or	Neither effective nor ineffective	37	30%	26	21%	25	33%	22	28%	11	24%	5	10%	28	32%	19	22%	8	24%	8	21%
QUIDI	tenure	reviews	ineffective for you have been the following	Ineffective	12	10%	14	11%	9	12%	7	9%	3	7%	6	14%	7	8%	12	14%	5	14%	1	4%
			at your institution?	Very ineffective	7	6%	13	10%	3	4%	9	12%	4	9%	4	8%	5	6%	11	13%	2	7%	2	4%
				Very effective	10	9%	12	10%	2	3%	5	6%	8	19%	7	17%	8	9%	6	7%	3	8%	6	17%
	policy/practice >	professional	Professional assistance in obtaining	Effective	21	17%	24	20%	13	16%	14	19%	8	17%	10	23%	14	16%	19	23%	7	19%	5	14%
Q34B5	effectiveness >	assistance in	externally funded grants - How effective or	Neither effective nor ineffective	37	30%	29	24%	32	41%	22	29%	4	10%	7	16%	23	26%	15	18%	14	39%	13	37%
	research	obtaining grants	ineffective for you have been the following at your institution?	Ineffective	37	30%	27	23%	20	25%	19	24%	18	40%	8	20%	32	36%	20	25%	6	16%	7	19%
			at your institution:	Very ineffective	18	14%	27	23%	11	14%	17	22%	7	15%	10	24%	11	13%	22	27%	7	19%	5	13%
				Very effective	7	6%	21	18%	4	5%	12	15%	3	7%	9	22%	4	5%	11	13%	3	8%	10	27%
	policy/practice >	professional	Professional assistance for improving	Effective	48	40%	36	30%	30	39%	23	30%	17	41%	13	30%	28	34%	25	30%	19	52%	11	30%
Q34B6	effectiveness >	assistance for improving	teaching - How effective or ineffective for you have been the following at your	Neither effective nor ineffective	46	39%	40	33%	35	45%	24	31%	11	27%	16	37%	36	44%	27	33%	10	27%	13	34%
	teaching	teaching	institution?	Ineffective	12	10%	10	8%	3	4%	8	10%	9	20%	2	4%	8	10%	7	9%	4	10%	2	6%
				Very ineffective	7	6%	13	11%	5	7%	11	14%	2	4%	3	7%	6	8%	12	15%	1	2%	1	3%
			Trough funds to proceed pages as as a dist	Very effective	12	10%	25	21%	6	8%	15	20%	7	13%	10	24%	8	9%	18	23%	5	13%	7	18%
	policy/practice >		Travel funds to present papers or conduct research - How effective or ineffective for	Effective	35	28%	42	36%	23	29%	25	34%	12	25%	17	39%	24	27%	28	35%	11	30%	14	37%
Q34B7		travel funds	you have been the following at your	Neither effective nor ineffective	26	21%	16	14%	17	22%	11	15%	9	18%	5	12%	16	17%	8	10%	11	30%	8	22%
	research		institution?	Ineffective	24	19%	14	12%	12	16%	11	15%	12	25%	3	7%	23	25%	9	12%	2	5%	5	13%
				Very ineffective	28	22%	20	17%	19	25%	12	17%	9	18%	8	18%	20	22%	16	20%	8	23%	4	10%
			Paid or unpaid research leave during the	Very effective	7	9%	12	16%	1	2%	9	19%	6	18%	3	11%	4	8%	8	16%	3	12%	3	14%
00:	policy/practice >	paid/unpaid	pre-tenure period - How effective or	Effective	24	32%	16	21%	16	37%	10	21%	9	27%	6	21%	18	36%	11	22%	6	26%	5	19%
Q34B8	effectiveness >	research leave	ineffective for you have been the following	Neither effective nor ineffective	24	32%	18	24%	16	36%	12	27%	8	25%	6	20%	16	31%	11	22%	8	32%	7	29%
	research		at your institution?	Ineffective Very ineffective	11 9	15% 12%	8 22	10% 29%	7 4	16% 8%	4 11	8% 25%	4 5	14% 16%	4 10	14% 35%	9	18% 8%	5	10% 30%	3 5	10% 20%	3 7	11%
				very menective	9	12%	22	29%	4	8%	11	∠5%	5	10%	10	აე%	4	8%	15	30%	5	20%		27%

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

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,					Curre		Pri	or	Curre	ent	Pric	or	Curre		Pric	or	Curre	nt	Prio	r	Curre		Prio	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
			B.1	Very effective	9	12%	5	8%	6	13%	0	0%	3	11%	5	17%	6	12%	1	2%	3	12%	4	17%
	policy/practice >	paid/unpaid	Paid or unpaid personal leave during the pre-tenure period - How effective or	Effective	30	38%	12	19%	20	41%	7	19%	11	34%	5	19%	20	39%	7	17%	10	37%	5	22%
Q34B9	effectiveness >	personal leave	ineffective for you have been the following	Neither effective nor ineffective	29	37%	21	34%	21	44%	15	44%	8	25%	5	21%	19	37%	16	40%	10	37%	5	22%
	work/home	personaricave	at your institution?	Ineffective	6	8%	3	6%	0	0%	1	4%	6	20%	2	8%	4	7%	2	5%	3	10%	1	7%
			<u> </u>	Very ineffective	4	5%	21	34%	1	2%	11	32%	3	10%	9	35%	3	6%	14	35%	1	5%	7	31%
			An unper limit on committee accimements	Very effective	13	14%	34	33%	9	15%	25	39%	4	12%	9	22%	9	14%	22	31%	4	13%	11	36%
Q34B1	policy/practice >	upper limit on	An upper limit on committee assignments for tenure-track faculty - How effective or	Effective	36	37%	31	30%	23	39%	15	25%	13	35%	15	38%	23	36%	21	29%	13	40%	9	30%
0	effectiveness >	committee	ineffective for you have been the following	Neither effective nor ineffective	24	25%	11	11%	15	26%	9	15%	8	22%	2	6%	13	21%	7	10%	10	32%	4	14%
	tenure	assignments	at your institution?	Ineffective	17	18%	12	11%	7	13%	6	9%	10	26%	6	15%	14	22%	11	15%	3	10%	1	2%
			<u> </u>	Very ineffective	6	7%	15	15%	5	8%	8	12%	2	5%	7	19%	5	8%	10	14%	1	5%	5	17%
				Very effective	20	17%	46	37%	9	12%	32	41%	12	23%	14	30%	14	15%	34	37%	7	21%	13	35%
Q34B1	policy/practice >	upper limit on	An upper limit on teaching obligations -	Effective	62	51%	38	30%	39	54%	21	26%	23	47%	17	36%	46	51%	26	29%	16	50%	12	33%
1	effectiveness >	teaching	How effective or ineffective for you have	Neither effective nor ineffective	24	19%	20	16%	15	21%	13	17%	9	17%	7	15%	19	21%	16	18%	5	15%	4	12%
	teaching	obligations	been the following at your institution?	Ineffective	12	10%	11	8%	6	8%	7	8%	7	13%	4	9%	8	9%	6	7%	5	14%	5	12%
				Very ineffective	3	3%	11	9%	3	4%	6	8%	0	0%	5	10%	3	4%	8	9%	0	0%	3	8%
			Peer reviews of teaching or	Very effective	7	5%	25	19%	4	5%	13	15%	3	5%	12	26%	6	6%	12	13%	1	2%	13	34%
Q34B1	policy/practice >		research/creative work - How effective or	Effective	52	39%	55	42%	31	39%	41	49%	20	39%	14	29%	34	36%	41	44%	18	46%	14	37%
2	effectiveness >	teaching or	ineffective for you have been the following	Neither effective nor ineffective	39	29%	23	18%	23	28%	12	15%	16	31%	11	23%	29	30%	14	15%	10	26%	9	24%
	climate/culture	research	at your institution?	Ineffective	27	20%	15	11%	20	24%	11	13%	8	15%	4	8%	21	22%	13	14%	6	15%	2	4%
				Very ineffective	9	7%	13	10%	4	4%	7	8%	6	11%	7	14%	5	5%	13	14%	4	11%	0	1%
				Very effective	2	3%	1	2%	2	6%	0	0%	0	0%	1	5%	1	3%	0	0%	1	4%	1	6%
Q34B1	policy/practice >	abild	Childcare - How effective or ineffective for	Effective	5	9%	2	4%	3	7%	2	7%	3	13%	0	0%	2	5%	1	3%	3	16%	1	6%
3	effectiveness > work/home	childcare	you have been the following at your institution?	Neither effective nor ineffective	16	29%	21	37%	12	35%	17	50%	4	17%	4	19%	10	30%	18	48%	6	27%	3	18%
	work/nome		Institution?	Ineffective	12	21%	7	12% 44%	7	20%	4	11%	5 9	24%	3	14%	/	20%	1	3%	5	22%	6	30%
				Very ineffective	20	37%	25	, , 0	11	32%	11	32%		46%	14	63%	14	1170	17	46%	6	30%	8	41%
				Very effective	0	0%	1	2%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	1	6%
Q34B1	policy/practice > effectiveness >	financial assistance with	Financial assistance with housing - How effective or ineffective for you have been	Effective Neither effective nor ineffective	2	8% 33%	22	2% 43%	2 5	13% 36%	17	3% 51%	0	0% 30%	0 5	0% 27%	4	8% 31%	10	3% 55%	1 5	7% 36%	0 5	0% 23%
4	compensation	housing	the following at your institution?	Ineffective	8	24%	9	43% 17%	-	18%	5	14%	3	32%	4		2	14%	18 4		4	33%	5 5	24%
	compensation	riousing	the following at your manuation:		0	35%		36%	3 5	33%	5 11	32%	4	38%	8	23% 44%	6	46%	9	12% 29%	3	24%	10	48%
				Very ineffective Very effective	14	21%	19 7	13%	6	16%	2	32% 6%	8	25%	5	24%	6	13%	3	9%	8	35%	4	22%
			Stop-the-clock for parental or other family	Effective	28	42%	7	14%	17	48%	6	17%	o 12	36%	2	10%	21	47%	5 5	14%	7	32%	2	15%
Q34B1	policy/practice > effectiveness >	stop-the-clock	reasons - How effective or ineffective for	Neither effective nor ineffective	16	23%	25	49%	7	21%	17	52%	9	26%	9	44%	10	22%	19	54%	6	27%	6	37%
5	work/home	Stop-tile-clock	you have been the following at your	Ineffective	8	12%	4	8%	5	15%	2	6%	3	9%	2	11%	8	18%	3	9%	0	0%	1	7%
			institution?	Very ineffective	1	2%	8	16%	0	0%	6	18%	1	4%	2	12%	0	0%	5	14%	1	6%	3	19%
				Very effective	3	5%	5	8%	1	3%	0	0%	2	7%	5	17%	3	6%	4	9%	0	0%		7%
	nolicy/proctice >		Spousal/partner hiring program - How	Effective	12	19%	6	9%	8	24%	3	10%	4	14%	2	8%	9	19%	3	7%	3	20%	3	13%
Q34D1	policy/practice > effectiveness >	spousal/partner	effective or ineffective for you have been	Neither effective nor ineffective	20	32%	18	29%	13	35%	13	37%	8	28%	6	19%	15	32%	14	32%	5	32%	4	20%
6	work/home	hiring program	the following at your institution?	Ineffective	11	17%	8	13%	6	16%	4	13%	5	19%	4	13%	7	15%	6	14%	4	25%	2	11%
			3 ··· , · · · · · · · · · · · · · · · ·	Very ineffective	17	26%	27	41%	8	22%	14	40%	9	32%	13	43%	13	27%	17	38%	4	23%	10	48%
				Very effective	1	8%	N/A	N/A	0	0%	N/A	N/A	1	15%	N/A	N/A	0	0%	N/A	N/A	1	14%	N/A	N/A
	policy/practice >		Elder care - How effective or ineffective for	•	2	10%	N/A	N/A	1	10%	N/A	N/A	1	11%	N/A	N/A	1	12%	N/A	N/A	1	9%	N/A	N/A
Q34B1	effectiveness >	elder care	you have been the following at your	Neither effective nor ineffective	10	61%	N/A	N/A		78%	N/A	N/A	4	44%	N/A	N/A	4	52%	N/A	N/A	6	68%	N/A	N/A
7	work/home	oldor odro	institution?	Ineffective	1	5%	N/A	N/A	0	0%	N/A	N/A	1	11%	N/A	N/A	1	12%	N/A	N/A	0	0%	N/A	N/A
				Very ineffective	3	16%	N/A	N/A	1	12%	N/A	N/A	2	20%	N/A	N/A	2	25%	N/A	N/A	1	8%	N/A	N/A
				Very effective	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A
	policy/practice >		Tuition waivers - How effective or	Effective	4	11%	N/A	N/A	1	5%	N/A	N/A	3	18%	N/A	N/A	1	5%	N/A	N/A	3	20%	N/A	N/A
Q34B1	effectiveness >	tuition waivers	ineffective for you have been the following	Neither effective nor ineffective	6	17%	N/A	N/A	2	11%	N/A	N/A	4	23%	N/A	N/A	3	15%	N/A	N/A	3	20%	N/A	N/A
8	compensation		at your institution?	Ineffective	4	13%	N/A	N/A		16%	N/A	N/A	2	10%	N/A	N/A	2	10%	N/A	N/A	3	17%	N/A	N/A
				Very ineffective	20	59%	N/A	N/A	12	68%	N/A	N/A	8	49%	N/A	N/A	14	71%	N/A	N/A	6	42%	N/A	N/A
				Very effective	2	6%	N/A	N/A	1	6%	N/A	N/A	1	6%	N/A	N/A	0	0%	N/A	N/A	2	16%	N/A	N/A
	policy/practice >		Modified duties for parental or other family	Effective	13	34%	N/A	N/A	10	39%	N/A	N/A	3	23%	N/A	N/A	9	36%	N/A	N/A	4	28%	N/A	N/A
Q34D1	effectiveness >	for parental or	reasons - How effective or ineffective for	Neither effective nor ineffective	11	29%	N/A	N/A	8	32%	N/A	N/A	3	22%	N/A	N/A	8	33%	N/A	N/A	3	21%	N/A	N/A
9	work/home	other family reasons	you have been the following at your institution?	Ineffective	8	20%	N/A	N/A	5	19%	N/A	N/A	3	23%	N/A	N/A	4	16%	N/A	N/A	4	28%	N/A	N/A
		reasons	inditation:	Very ineffective	5	12%	N/A	N/A	1	4%	N/A	N/A	4	26%	N/A	N/A	4	15%	N/A	N/A	1	6%	N/A	N/A
				Very effective	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A
00400	policy/practice >		Part-time tenure-track position - How	Effective	1	5%	N/A	N/A	0	0%	N/A	N/A	1	15%	N/A	N/A	1	10%	N/A	N/A	0	0%	N/A	N/A
Q34B2	effectiveness >	part-time tenure-	effective or ineffective for you have been	Neither effective nor ineffective	13	73%	N/A	N/A	9	83%	N/A	N/A	3	55%	N/A	N/A	5	58%	N/A	N/A	7	90%	N/A	N/A
U	work/home	track position	the following at your institution?	Ineffective	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A
				Very ineffective	4	22%	N/A	N/A	2	17%	N/A	N/A	2	30%	N/A	N/A	3	32%	N/A	N/A	1	10%	N/A	N/A
				Strongly agree	13	12%	5	5%	7	10%	2	3%	7	15%	3	9%	8	10%	3	5%	5	18%	2	6%
			My institution does what it can to make	Strongly agree																				
	p /	institution makes	My institution does what it can to make having children and the tenure-track	Somewhat agree	43	40%	21	23%	30	46%	15	27%	13	30%	6	16%	33	41%	11	19%	10	36%	10	32%
Q35A	policy/practice >	having children	having children and the tenure-track			40% 15%	21 20	23% 22%	30 11	46% 17%	15 19	27% 35%	13 5	30% 11%	6 1	16% 3%	33 10	41% 13%	11 16	19% 25%	10 6	36% 21%	10 5	32% 16%
Q35A	policy/practice > work/home		having children and the tenure-track	Somewhat agree	43	.0,0		2070				,0		0070				,0		.0,0				

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The Collaborative on Academic Careers in Higher Education

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					Curre	ent	Pric	or	Curr	ent	Pric	or	Curre	ent	Prior	r	Curre	ent	Prior	r	Cur	rent	Prior	r
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%												
		institution makes	My institution does what it can to make	Strongly agree	7	6%	4	4%	4	6%	3	5%	3	7%	1	3%	6	8%	2	3%	1	3%	2	7%
Q35B	policy/practice >	raising children	raising children and the tenure-track	Somewhat agree	38	36%	20	22% 27%	27 17	42% 26%	14 21	24% 35%	11 7	27% 17%	6 4	18%	27	34% 24%	12 18	19%	11 5	40% 17%	8	27%
Q35B	work/home	and tenure-track	compatible - Please indicate your level of agreement or disagreement with the	Neither agree nor disagree Somewhat disagree	24 27	23% 26%	25 23	24%	17	26%	21 14	35% 24%	13	32%	8	12% 24%	19 21	26%	18	29% 22%	6	24%	/ 8	22% 28%
		compatible	following statements:	Strongly disagree	10	9%	22	23%	3	5%	7	12%	7	17%	15	43%	6	7%	17	26%	4	15%	5	16%
			My departmental collegeues do what they	Strongly disagree	33	30%	14	15%	22	33%	7	13%	11	26%	7	19%	28	34%	9	15%	5	19%	5	16%
		colleagues make	My departmental colleagues do what they can to make having children and the	Somewhat agree	36	32%	28	30%	24	36%	19	32%	12	26%	9	26%	23	28%	15	25%	13	44%	13	39%
Q35C	policy/practice > work/home	having children and tenure-track	tenure-track compatible - Please indicate	Neither agree nor disagree	23	21%	30	31%	14	21%	21	36%	9	19%	8	23%	19	23%	20	33%	4	14%	9	28%
	work/nome	compatible	your level or agreement or disagreement	Somewhat disagree	13	12%	12	13%	6	9%	7	11%	8	17%	6	16%	8	10%	9	14%	5	19%	4	11%
			with the following statements:	Strongly disagree	6	6%	10	11%	1	2%	4	7%	5	12%	6	16%	5	6%	8	13%	2	5%	2	7%
		colleagues make	My departmental colleagues do what they	Strongly agree	35	31%	13	14%	22	33%	8	14%	13	29%	5	15%	28	34%	8	13%	7	24%	5	17%
Q35D	policy/practice >	raising children	can to make raising children and the	Somewhat agree	35	32%	31	32%	25	37%	20	33%	10	23%	11	31%	23	28%	16	26%	12	43%	15	45%
QSSD	work/home	and tenure-track	tenure-track compatible - Please indicate your level of agreement or disagreement	Neither agree nor disagree Somewhat disagree	26 10	23% 9%	30 13	32% 14%	15 3	23% 5%	22 8	37% 13%	11 7	24% 16%	8 6	23% 17%	22 7	26% 8%	22 11	36% 17%	4	14% 12%	8	24% 7%
		compatible	with the following statements:	Strongly disagree	5	4%	7	8%	1	2%	2	4%	4	9%	5	14%	3	4%	5	8%	2	7%	2	7%
				Strongly agree	57	44%	N/A	N/A	38	49%	N/A	N/A	19	38%	N/A	N/A	37	41%	N/A	N/A	19	55%	N/A	N/A
		colleagues are	My colleagues are respectful of my efforts	Somewhat agree	32	25%	N/A	N/A	22	28%	N/A	N/A	10	21%	N/A	N/A	24	26%	N/A	N/A	8	23%	N/A	N/A
Q35E	policy/practice > work/home	respectful of	to balance work and home responsibilities - Please indicate your level of agreement	Neither agree nor disagree	24	19%	N/A	N/A	11	14%	N/A	N/A	12	25%	N/A	N/A	18	19%	N/A	N/A	6	17%	N/A	N/A
	workmome	work/home	with the following statements:	Somewhat disagree	13	10%	N/A	N/A	6	8%	N/A	N/A	7	14%	N/A	N/A	11	12%	N/A	N/A	2	6%	N/A	N/A
				Strongly disagree	2	2%	N/A	N/A	1	1%	N/A	N/A	1	2%	N/A	N/A	2	2%	N/A	N/A	0	0%	N/A	N/A
				Very satisfied	14	10%	17	12%	7	8%	7	8%	7	12%	10	19%	12	11%	14	13%	2	6%	3	8%
Q36	policy/practice >	compensation	How satisfied or dissatisfied are you with	Satisfied	69 25	48% 18%	57 16	40% 11%	45 14	52% 17%	33 11	37% 12%	24 11	42% 19%	23 5	45% 9%	52 18	50% 17%	41 13	40% 13%	16 7	43% 19%	15 3	40% 7%
Q36	compensation	compensation	your compensation (that is, your salary and benefits)?	Dissatisfied	26	18%	28	20%	17	20%	20	23%	9	16%	7	14%	18	17%	20	20%	7	19%	7	19%
				Very dissatisfied	9	6%	24	17%	2	3%	18	20%	7	11%	6	12%	4	4%	14	14%	5	13%	10	26%
				Very satisfied	10	7%	12	9%	8	10%	10	11%	2	3%	2	5%	6	6%	10	10%	4	11%	2	5%
		ability to balance	How satisfied or dissatisfied are you with	Satisfied	48	33%	33	23%	36	43%	24	26%	12	20%	9	18%	36	34%	22	22%	12	31%	10	26%
Q37	policy/practice > work/home	between professional and	the balance between professional time and		33	23%	28	19%	16	19%	20	22%	17	29%	8	15%	25	24%	20	20%	8	22%	7	19%
	WOHOTHOLIC	personal time	personal or family time?	Dissatisfied	41	29%	45	32%	16	20%	24	26%	24	42%	22	41%	30	29%	30	29%	11	28%	15	39%
				Very dissatisfied	10	7%	25	17%	7	9%	13	15%	3	6%	11	22%	7	7%	20	19%	3	8%	5	12%
		fairness of	The fairness with which your immediate	Very satisfied	58	44% 39%	63	47% 34%	38	47%	36	44%	20 21	38% 39%	27	52% 28%	46	46%	43	45%	13	36%	20	55%
Q38A	climate, culture,	immediate	supervisor evaluates your work - Please indicate your level of satisfaction or	Satisfied Neither satisfied nor dissatisfied	52 13	10%	46 13	34% 10%	31 7	38% 9%	31 10	39% 12%	21 6	11%	14 3	28% 6%	38 8	39% 8%	35 9	36% 10%	14 5	40% 15%	11 4	31% 11%
QJOA	collegiality	supervisor's	dissatisfaction with the following aspects of		10	7%	8	6%	5	6%	3	4%	5	10%	5	10%	7	7%	8	8%	3	8%	0	1%
		evaluations	your workplace:	Very dissatisfied	1	1%	3	2%	0	0%	0	0%	1	1%	2	4%	0	0%	2	2%	1	2%	1	2%
			The interest tenured faculty take in your	Very satisfied	32	23%	34	25%	22	26%	16	19%	10	18%	18	35%	22	22%	23	23%	10	24%	11	32%
	olimata gultura	interest tenured faculty take in	professional development - Please indicate	Satisfied	52	37%	60	43%	33	38%	45	53%	19	34%	15	28%	40	39%	46	45%	12	30%	14	38%
Q38B	climate, culture, collegiality	your professional	your level of satisfaction or dissatisfaction	Neither satisfied nor dissatisfied	27	19%	9	7%	14	16%	6	7%	13	23%	3	6%	20	19%	6	6%	7	17%	3	9%
	,	development	with the following aspects of your workplace:	Dissatisfied	24	17%	24	18%	14	17%	13	16%	9	17%	11	22%	15	15%	19	19%	9	22%	5	15%
			workplace.	Very dissatisfied	8	5%	10	7%	3	3%	5	6%	5	9%	4	9%	5	5%	7	7%	3	7%	3	7%
		annortunities to	Your opportunities to collaborate with	Very satisfied Satisfied	30 57	21% 40%	40 36	29% 27%	22 42	26% 49%	28 24	33% 28%	8 15	14% 27%	11 12	23% 24%	25 39	24% 39%	28 26	28% 27%	6 18	14% 45%	12 10	32% 26%
Q38C	climate, culture,	opportunities to collaborate with	tenured faculty - Please indicate your level	Neither satisfied nor dissatisfied	24	17%	36 17	13%	9	11%	24 10	12%	15	27%	7	15%	18	18%	26 12	13%	5	13%	5	14%
4000	collegiality	tenured faculty	of satisfaction or dissatisfaction with the	Dissatisfied	22	15%	27	20%	9	11%	12	14%	12	22%	15	30%	14	14%	20	20%	8	20%	7	19%
		_	following aspects of your workplace:	Very dissatisfied	8	6%	15	11%	3	3%	11	12%	5	10%	4	8%	5	5%	11	12%	3	9%	3	9%
		value for the co	The value fearly in very desertion is	Very satisfied	32	23%	N/A	N/A	23	28%	N/A	N/A	9	16%	N/A	N/A	23	23%	N/A	N/A	9	23%	N/A	N/A
_	climate, culture,		The value faculty in your department place on your work - Please indicate your level of	Satisfied	53	38%	N/A	N/A	30	36%	N/A	N/A	24	42%	N/A	N/A	41	41%	N/A	N/A	13	32%	N/A	N/A
Q38D	collegiality	place on your	satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	34	25%	N/A	N/A	22	26%	N/A	N/A	13	23%	N/A	N/A	20	20%	N/A	N/A	14	37%	N/A	N/A
	- 1	work	following aspects of your workplace:	Dissatisfied	12	8%	N/A	N/A	4	5%	N/A	N/A	8	14%	N/A	N/A	10	10%	N/A	N/A	2	5%	N/A	N/A
				Very dissatisfied Very satisfied	34	5% 23%	N/A 32	N/A 23%	24	5% 28%	N/A 22	N/A 25%	10	6% 17%	N/A 11	N/A 20%	6 26	6% 25%	N/A 22	N/A 22%	8	3% 20%	N/A 10	N/A 26%
		amount of professional	The amount of professional interaction you have with tenuredcolleagues in your	Satisfied	59	41%	46	33%	36	42%	26	30%	23	40%	19	37%	42	41%	33	33%	17	42%	12	32%
Q39A	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	27	19%	22	16%	19	22%	12	14%	8	14%	10	20%	22	22%	17	17%	5	12%	5	13%
	collegiality	tenured	satisfaction or dissatisfaction with the	Dissatisfied	18	12%	31	22%	6	7%	21	24%	12	21%	10	20%	11	10%	21	21%	7	18%	10	25%
		colleagues	following aspects of your workplace:	Very dissatisfied	6	4%	8	6%	2	2%	6	7%	4	8%	2	4%	3	3%	7	7%	3	9%	1	3%
		amount of	The amount of personal interaction you	Very satisfied	31	21%	41	29%	20	23%	24	27%	11	20%	17	33%	21	21%	30	30%	9	23%	11	28%
00	climate, culture,	personal	have with tenured colleagues in your	Satisfied	47	33%	43	31%	30	35%	32	37%	17	31%	11	21%	34	33%	29	28%	13	32%	15	38%
Q39B	collegiality	interaction with tenured	department - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied	35	25%	31	22%	24	27%	19	22%	12	21%	12	23%	25	24%	22	22%	10	26%	9	22%
		colleagues	following aspects of your workplace:	Dissatisfied Very dissatisfied	22 7	16% 5%	17 7	12% 5%	10 3	12% 4%	8	9% 5%	12 4	21% 7%	9	18% 5%	16 6	16% 6%	13 7	13% 7%	6	16% 3%	4	11% 0%
				Very dissatisfied Very satisfied	39	28%	34	24%	25	30%	21	24%	13	24%	13	26%	28	28%	23	23%	10	25%	11	27%
		amount of professional	The amount of professional interaction you have with pre-tenure colleagues in your	Satisfied	64	28% 46%	58	24% 42%	25 36	43%	34	24% 39%	28	50%	24	26% 47%	44	28% 44%	23 41	23% 42%	20	25% 51%	16	27% 41%
Q39C	climate, culture,	interaction with	department - Please indicate your level of	Neither satisfied nor dissatisfied	24	18%	28	20%	14	16%	19	22%	11	20%	8	17%	18	18%	19	20%	7	17%	8	21%
	collegiality	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	9	6%	15	10%	6	8%	10	11%	3	5%	5	9%	8	8%	12	12%	1	2%	2	6%
		colleagues	following aspects of your workplace:	Very dissatisfied	4	3%	5	3%	3	3%	4	4%	1	2%	11	2%	2	2%	3	3%	2	4%	2	4%
																								-

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The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

	e- i rack Facuit y Administratio	y Job Satisfact	ion Survey			OVE	DALI			МА	LES		СПА	FEMA	VEK IIN	VIE	14/	LITE E	ACULTY		EAC	111 TV C	OF COL	OP.
Surve	y Auriinistratic	011 2006-09			Curre		Pri	or	Curre		Prio	ır.	Curr		Prio	r	Curr		Prio		Curr		Prio	
item	theme	name	description	response scale	Count	%	Count	%	Count	% %	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
		amount of	The amount of personal interaction you	Very satisfied	39	28%	39	28%		27%	23	26%	16	30%	16	31%	26	26%	28	28%	13	32%	11	27%
	climate, culture,	personal	have with pre-tenure colleagues in your	Satisfied	56	40%	52	37%	30	36%	33	39%	26	47%	18	35%	40	40%	35	35%	16	40%	17	43%
Q39D	collegiality	interaction with		Neither satisfied nor dissatisfied	28	20%		24%		23%	21	24%	8	15%	12	23%	19	19%	24	24%	8	21%	9	23%
	conceptanty	pre-tenure	satisfaction or dissatisfaction with the	Dissatisfied	15	10%	14	10%	10	12%	9	10%	4	8%	5	10%	12	12%	11	11%	3	6%	3	7%
		colleagues	following aspects of your workplace:	Very dissatisfied	2	2%	2	1%	2	3%	1	1%	0	0%	1	2%	2	2%	2	2%	0	0%	0	0%
			How well you fit (e.g., your sense of	Very satisfied	40	28%	43	31%		30%	28	31%	15	26%	15	29%	32	32%	33	33%	8	19%	10	24%
Q40	climate, culture,	how well you fit	belonging, your comfort level) in your	Satisfied	53	37%	56	40%		40%	35	40%	19 14	34%	21 4	40%	35	35%	38	38%	18	44%	18 5	45% 12%
Q40	collegiality	now well you lit	department - Please indicate your level of satisfaction or dissatisfaction with the	Neither satisfied nor dissatisfied Dissatisfied	27 16	19% 12%	10 21	7% 15%		16% 12%	6 15	6% 17%	14	25% 11%	6	8% 12%	18 12	18% 12%	5 17	5% 17%	10	24% 11%	5 4	10%
			following aspects of your workplace:	Very dissatisfied	5	3%	11	8%		2%	15 5	6%	3	5%	6	11%	4	4%	7	7%	4	2%	4	9%
				Very satisfied	26	19%	24	17%		20%	14	16%	10	18%	10	20%	18	18%	15	15%	8	21%	9	23%
		intellectual vitality	The intellectual vitality of the tenured y colleagues in your department - Please	Satisfied	57	41%		36%		42%	32	37%	22	39%	17	34%	42	42%	36	35%	15	39%	14	37%
Q41	climate, culture,	of tenured	indicate your level of satisfaction or	Neither satisfied nor dissatisfied	28	20%		16%		19%	15	18%	12	21%	7	13%	23	23%	13	13%	5	13%	9	23%
	collegiality	colleagues	dissatisfaction with the following aspects of	Dissatisfied	20	14%	25	18%	13	15%	13	15%	7	13%	13	25%	12	12%	22	22%	8	20%	4	9%
			your workplace:	Very dissatisfied	8	6%	17	13%	3	4%	13	15%	5	9%	4	8%	5	5%	14	14%	3	7%	3	8%
				Very satisfied	46	33%	N/A	N/A	26	31%	N/A	N/A	20	36%	N/A	N/A	33	33%	N/A	N/A	13	33%	N/A	N/A
	climate, culture,	intellectual vitality	y The intellectual vitality of pre-tenure faculty	Satisfied	68	49%	N/A	N/A	43	51%	N/A	N/A	26	46%	N/A	N/A	51	51%	N/A	N/A	17	44%	N/A	N/A
Q41A	collegiality	of pre-tenure	in your department	Neither satisfied nor dissatisfied	20	14%	N/A	N/A		14%	N/A	N/A	8	15%	N/A	N/A	12	12%	N/A	N/A	8	19%	N/A	N/A
		colleagues	,	Dissatisfied	3	2%		N/A		1%	N/A	N/A	2	3%	N/A	N/A	2	2%	N/A	N/A	1	2%	N/A	N/A
				Very dissatisfied	3	2%	N/A	N/A		4%	N/A	N/A	0	0%	N/A	N/A	2	2%	N/A	N/A	1	2%	N/A	N/A
				Very satisfied	25	19%	N/A	N/A		19%	N/A	N/A	10	19%	N/A	N/A	19	21% 47%	N/A	N/A	6	15%	N/A	N/A
Q41B	climate, culture,	participation in governance of		Satisfied Neither satisfied nor dissatisfied	60 40	45% 30%	N/A N/A	N/A N/A		41% 34%	N/A N/A	N/A N/A	28 14	52% 25%	N/A N/A	N/A N/A	44 26	47% 28%	N/A N/A	N/A N/A	15 14	40% 37%	N/A N/A	N/A N/A
Q41B	collegiality	institution	to your rank, in the governance of your institution	Dissatisfied	40	30%	N/A N/A	N/A N/A		34% 4%	N/A N/A	N/A	14	25%	N/A	N/A	20	26%	N/A N/A	N/A	2	6%	N/A	N/A
		mondation	monda.ori	Very dissatisfied	3	2%	N/A	N/A		2%	N/A	N/A	1	2%	N/A	N/A	2	2%	N/A	N/A	1	2%	N/A	N/A
				Very satisfied	38	28%	N/A	N/A		28%	N/A	N/A	15	27%	N/A	N/A	28	28%	N/A	N/A	10	26%	N/A	N/A
		participation in	Opportunities for participation, appropriate	Satisfied	64	46%	N/A	N/A		44%	N/A	N/A	28	50%	N/A	N/A	47	47%	N/A	N/A	17	45%	N/A	N/A
Q41C	climate, culture,	governance of	to your rank, in the governance of your	Neither satisfied nor dissatisfied	26	19%	N/A	N/A		20%	N/A	N/A	9	17%	N/A	N/A	18	18%	N/A	N/A	8	21%	N/A	N/A
	collegiality	department	department	Dissatisfied	6	5%	N/A	N/A		5%	N/A	N/A	2	4%	N/A	N/A	4	4%	N/A	N/A	2	6%	N/A	N/A
				Very dissatisfied	4	3%	N/A	N/A	3	4%	N/A	N/A	1	2%	N/A	N/A	3	3%	N/A	N/A	1	2%	N/A	N/A
			On the sub-decree institution is called in	Strongly agree	65	45%	N/A	N/A	35	41%	N/A	N/A	30	52%	N/A	N/A	49	47%	N/A	N/A	16	41%	N/A	N/A
	climate, culture,	on the whole,	On the whole, my institution is collegial - Please indicate your level of agreement or	Somewhat agree	59	41%		N/A		47%	N/A	N/A	19	33%	N/A	N/A	39	38%	N/A	N/A	20	50%	N/A	N/A
Q42	collegiality	institution is	disagreement with the following	Neither agree nor disagree	6	4%		N/A		6%	N/A	N/A	1	2%	N/A	N/A	5	5%	N/A	N/A	1	2%	N/A	N/A
		collegial	statements.	Somewhat disagree	12	8%	N/A	N/A		6%	N/A	N/A	7	12%	N/A	N/A	9	9%	N/A	N/A	3	7%	N/A	N/A
				Strongly disagree	1	1%		N<5		0%	N<5	N<5	1	2%	N<5	N<5	1	1%	N<5	N<5	0	0%	N<5	N<5
			All this are a second and the second and are	Very satisfied Satisfied	45 65	32% 46%	39	27% 48%		33% 46%	27 41	30% 46%	17	30% 45%	12 27	23% 51%	34	33% 45%	26 48	26% 47%	11 19	27% 47%	13 20	32% 51%
Q45A	global	department as a	All things considered, how satisfied or dissatisfied are you with your department	Neither satisfied nor dissatisfied	16	12%	68 14	10%	39 10	12%	10	11%	26 7	11%	5	9%	46 9	45% 9%	13	13%	8	19%	20 1	3%
QHOIT	satisfaction	place to work	as a place to work?	Dissatisfied	13	9%	15	11%		7%	10	11%	7	12%	5	10%	11	11%	11	11%	2	5%	4	9%
			·	Very dissatisfied	3	2%	6	4%		2%	3	3%	1	2%	3	6%	2	2%	4	4%	1	2%	2	5%
				Very satisfied	24	17%	26	18%		17%	18	20%	9	17%	7	14%	20	20%	19	19%	4	9%	- 6	15%
			All things considered, how satisfied or	Satisfied	71	50%	67	47%		54%	45	50%	25	43%	22	43%	43	42%	50	49%	28	69%	17	43%
Q45B	global satisfaction	institution as a	dissatisfied are you with your institution as	Neither satisfied nor dissatisfied	32	22%	14	10%	19	22%	5	6%	13	22%	9	17%	28	28%	14	14%	3	8%	0	0%
	SaliSiaction	place to work	a place to work?	Dissatisfied	15	11%	25	18%	6	6%	17	19%	9	17%	7	14%	11	10%	13	13%	4	11%	12	29%
				Very dissatisfied	1	1%	11	8%	0	0%	4	5%	1	1%	6	12%	0	0%	6	6%	1	2%	5	12%
				Chancellor	22	21%	13	14%		21%	5	9%	8	22%	8	21%	14	19%	11	16%	8	27%	2	8%
				President	2	2%	8	8%		2%	6	10%	1	2%	2	6%	2	3%	4	6%	0	0%	4	13%
Q46A	global	chief academic		Vice President for Academic Affairs	2	2%	2	2%		2%	0	0%	1	2%	2	6%	1	1%	1	1%	1	5%	1	4%
	satisfaction	officer	at your institution?	Academic Dean	7	7% 68%	6 66	7% 69%		8% 67%	2	4% 78%	2	5% 69%	4	11% 56%	6 50	8% 69%	6 46	9% 68%	1	3%	0 20	1%
				Provost	68 0	0%	00			0%	45 0		26 0	0%	21 0	0%	0		46 0	0%	18 0	65%	20	74% 0%
				Other Strongly agree	14	19%	6	0% 8%	10	23%	5	0% 10%	4	12%	1	4%	12	0% 23%	4	8%	2	0% 8%	2	8%
		CAO cares abou	The person who serves as the chief	Somewhat agree	22	30%	27	35%		29%	15	33%	9	32%	12	37%	14	27%	16	30%	8	40%	11	47%
Q46B	global	quality of life for	academic officer at my institution seems to	Neither agree nor disagree	17	23%		30%		25%	16	35%	6	20%	7	21%	13	25%	17	32%	4	18%	6	24%
	satisfaction	pre-tenure faculty	care about the quality of life for junior	Somewhat disagree	15	21%		18%		20%	6	14%	7	23%	8	24%	11	21%	13	24%	4	21%	1	5%
		•	racuny.	Strongly disagree	5	7%	8	10%		2%	3	7%	4	13%	4	14%	2	4%	4	7%	3	13%	4	16%
		hand "		For the rest of my career	28	21%	18	14%	19	23%	15	18%	9	18%	4	8%	22	23%	15	17%	6	17%	3	8%
Q47	global	how long will remain at	Assuming you achieve tenure, how long do		63	48%	67	51%		46%	41	51%	26	50%	26	53%	49	50%	49	54%	14	41%	18	45%
Q4 <i>1</i>	satisfaction	institution	you plan to remain at your institution?	For no more than 5 years after earning	14	11%	17	13%		10%	8	10%	6	12%	9	19%	12	12%	10	11%	2	6%	7	18%
				I haven't thought that far ahead	27	20%	28	21%		21%	17	22%	10	19%	10	21%	14	14%	16	18%	13	36%	12	29%
		why you plan to	Why do you plan to remain at your	Prefer to work at another academic in	7	47%	N/A	N/A		41%	N/A	N/A	4	56%	N/A	N/A	6	50%	N/A	N/A	N<5	N<5	N/A	N/A
Q47B	global		institution for no more than five years after	Prefer to work in private industry	1	10%	N/A	N/A		19%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	N<5	N<5	N/A	N/A
	satisfaction		earning tenure?	Prefer to work in government	1	7%		N/A		14%	N/A	N/A	0	0%	N/A	N/A	1	9%	N/A	N/A	N<5	N<5	N/A	N/A
				Other	5	35%	N/A	N/A	2	27%	N/A	N/A	3	44%	N/A	N/A	5	41%	N/A	N/A	N<5	N<5	N/A	N/A





Tenure-Track Faculty Job Satisfaction Survey

Survey	Administration	on 2008-09				OVE	RALL			MAI	_ES			FEM/	ALES		WH	IITE F	ACULTY	,	FAC	ULTY C	F COL	OR
					Curre	ent	Pric	or	Curre	ent	Pric	or	Curre	ent	Prio	r	Curre	ent	Prio	r	Curre	ent	Prio	r
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%								
				Strongly agree	71	51%	60	45%	45	54%	42	49%	26	46%	18	37%	57	57%	47	48%	13	35%	13	36%
	-l-b-l	would again	If I amild do it areas I would a said about	Somewhat agree	37	27%	44	32%	25	30%	24	28%	12	22%	20	39%	22	22%	33	34%	15	39%	11	29%
Q48	global satisfaction	choose to work a	If I could do it over, I would again choose to to to work at this institution.	Neither agree nor disagree	16	12%	12	9%	6	7%	7	8%	11	20%	5	10%	11	11%	5	5%	5	13%	7	19%
	SaliSiacilon	this institution	to to work at this institution.	Somewhat disagree	13	9%	14	10%	7	8%	9	11%	7	12%	5	10%	9	9%	8	8%	4	11%	6	15%
				Strongly disagree	2	1%	5	4%	2	2%	4	4%	0	0%	2	4%	1	1%	5	5%	1	2%	0	1%
	-1-11	would	If a candidate for a tenure-track faculty	Strongly recommend dept	76	54%	58	43%	47	56%	39	45%	29	52%	19	38%	61	60%	39	39%	15	39%	19	51%
Q49	global satisfaction	recommend department as a	position asked you about your department as a place to work, would you:	Recommend with reservations	62	44%	70	51%	36	42%	43	50%	26	46%	27	54%	39	39%	55	56%	22	57%	15	39%
		place to work	as a place to work, would you.	Not recommend dept	3	2%	8	6%	2	2%	4	5%	1	1%	4	8%	1	1%	5	5%	2	4%	4	9%
				Great	31	22%	16	12%	20	23%	12	14%	12	20%	4	8%	21	20%	11	11%	10	25%	5	13%
	global	averall ration of	How do you rate your institution as a place	Good	79	56%	82	59%	55	64%	52	60%	24	43%	30	59%	58	56%	57	59%	22	56%	24	61%
Q50	satisfaction	overall rating of institution	for junior faculty to work?	So-so	29	20%	31	22%	11	12%	17	20%	18	32%	13	26%	23	22%	23	24%	6	15%	8	19%
	Sausiaciion	modulion	ioi julioi lacuity to WOIK?	Bad	3	2%	6	4%	0	0%	5	5%	3	5%	1	3%	2	2%	5	5%	1	2%	1	2%
				Awful	1	1%	3	2%	1	1%	1	1%	0	0%	2	4%	0	0%	1	1%	1	2%	2	6%

CHANGE OVER TIME

COACHE

Tenure-Track Faculty Job Satisfaction Survey Policies and Practices: Details



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how <u>important or unimportant you think each would be to your success.</u>

Q34B. Please rate how effective or ineffective each policy has been at your institution.

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

			OVERALL		
	Α	В	С	D	Е
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant ***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	84	74% (1)	5%	21%	59%
Childcare	71	54% (2)	8%	38%	22%
Travel funds to present papers or conduct research	143	45% (3)	32%	23%	12%
Modified duties for parental or other family reasons (e.g., course release)	57	45% (3)	21%	35%	32%
Professional assistance in obtaining externally funded grants	132	44% (5)	23%	33%	7%
Spousal/partner hiring program	74	44% (5)	13%	43%	13%
Financial assistance with housing	84	42% (7)	1%	57%	70%
An upper limit on committee assignments for tenure-track faculty	115	35% (8)	40%	26%	17%
Paid or unpaid research leave	88	34% (9)	36%	30%	14%
Part-time tenure-track position	48	33% (10)	2%	65%	65%
Formal mentoring program	135	31% (11)	26%	43%	25%
Elder care	43	29% (12)	7%	64%	60%
Peer reviews of teaching or research/creative work	136	24% (13)	41%	34%	2%
Written summary of periodic performance reviews	136	17% (14)	49%	34%	9%
An upper limit on teaching obligations	128	17% (14)	64%	19%	5%
Informal mentoring	136	15% (16)	57%	28%	5%
Paid or unpaid personal leave	85	15% (16)	40%	45%	6%
Stop-the-clock for parental or other family reasons	68	13% (18)	53%	34%	1%
Periodic, formal performance reviews	142	13% (18)	61%	27%	0%
Professional assistance for improving teaching	119	12% (20)	43%	45%	1%

^{*} important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

^{**} important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

 $^{^{\}star\star\star}$ neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how <u>important or unimportant you think each would be to your success.</u>

Q34B. Please rate how effective or ineffective each policy has been at your institution.

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

			MALE		
	Α	В	С	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant ***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	50	80% (1)	2%	18%	65%
Childcare	46	50% (2)	6%	44%	25%
Financial assistance with housing	50	42% (3)	2%	57%	71%
Travel funds to present papers or conduct research	82	41% (4)	34%	25%	9%
Spousal/partner hiring program	41	39% (5)	12%	49%	13%
Professional assistance in obtaining externally funded grants	77	36% (6)	19%	45%	3%
Modified duties for parental or other family reasons (e.g., course release)	32	34% (7)	24%	42%	22%
An upper limit on committee assignments for tenure-track faculty	68	32% (8)	40%	28%	17%
Paid or unpaid research leave	48	31% (9)	34%	35%	13%
Elder care	23	29% (10)	4%	68%	63%
Peer reviews of teaching or research/creative work	79	26% (11)	41%	33%	1%
Formal mentoring program	81	25% (12)	31%	44%	19%
An upper limit on teaching obligations	74	18% (13)	62%	20%	6%
Part-time tenure-track position	23	17% (14)	0%	83%	53%
Written summary of periodic performance reviews	77	15% (15)	47%	38%	5%
Stop-the-clock for parental or other family reasons	35	14% (16)	51%	35%	2%
Periodic, formal performance reviews	82	12% (17)	63%	26%	0%
Informal mentoring	80	11% (18)	60%	29%	2%
Professional assistance for improving teaching	74	7% (19)	42%	51%	0%
Paid or unpaid personal leave	50	6% (20)	39%	54%	6%

			FEMALE		
	Α	В	С	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant ***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	34	65% (1)	9%	26%	49%
Childcare	25	63% (2)	11%	26%	17%
Modified duties for parental or other family reasons (e.g., course release)	25	59% (3)	16%	25%	45%
Professional assistance in obtaining externally funded grants	55	57% (4)	29%	14%	14%
Travel funds to present papers or conduct research	61	51% (5)	31%	19%	16%
Spousal/partner hiring program	33	50% (6)	15%	35%	13%
Part-time tenure-track position	25	48% (7)	4%	49%	76%
Financial assistance with housing	34	43% (8)	0%	57%	67%
Formal mentoring program	54	41% (9)	18%	41%	34%
An upper limit on committee assignments for tenure-track faculty	47	39% (10)	39%	22%	16%
Paid or unpaid research leave	40	39% (10)	38%	24%	15%
Elder care	20	30% (12)	11%	59%	56%
Paid or unpaid personal leave	35	28% (13)	42%	30%	5%
Peer reviews of teaching or research/creative work	57	23% (14)	42%	35%	3%
Informal mentoring	56	21% (15)	52%	27%	8%
Professional assistance for improving teaching	45	21% (15)	46%	34%	2%
Written summary of periodic performance reviews	59	20% (17)	52%	28%	14%
An upper limit on teaching obligations	54	15% (18)	67%	18%	3%
Periodic, formal performance reviews	60	14% (19)	58%	28%	0%
Stop-the-clock for parental or other family reasons	33	13% (20)	55%	32%	0%

^{*} important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

^{**} important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

^{***} neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).



Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2008-09

Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how <u>important or unimportant you think each would be to your success.</u>

Q34B. Please rate how effective or ineffective each policy has been at your institution.

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

		WHITE, N	ION-HISPANIC	FACULTY	
	Α	В	С	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant ***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	58	75% (1)	2%	24%	66%
Childcare	46	57% (2)	6%	37%	26%
Travel funds to present papers or conduct research	103	48% (3)	30%	21%	12%
Modified duties for parental or other family reasons (e.g., course release)	38	46% (4)	19%	35%	34%
Professional assistance in obtaining externally funded grants	94	46% (4)	22%	32%	7%
Spousal/partner hiring program	51	41% (6)	15%	44%	8%
An upper limit on committee assignments for tenure-track faculty	78	40% (7)	41%	20%	18%
Financial assistance with housing	54	35% (8)	0%	65%	76%
Paid or unpaid research leave	58	33% (9)	38%	29%	12%
Part-time tenure-track position	33	32% (10)	3%	65%	72%
Elder care	26	31% (11)	4%	66%	69%
Formal mentoring program	97	29% (12)	31%	39%	22%
Peer reviews of teaching or research/creative work	98	24% (13)	40%	36%	3%
Stop-the-clock for parental or other family reasons	45	16% (14)	47%	38%	0%
An upper limit on teaching obligations	93	15% (15)	64%	21%	3%
Paid or unpaid personal leave	56	14% (16)	41%	45%	7%
Written summary of periodic performance reviews	97	13% (17)	49%	37%	9%
Informal mentoring	97	13% (17)	58%	29%	4%
Professional assistance for improving teaching	82	13% (17)	36%	50%	1%
Periodic, formal performance reviews	101	10% (20)	62%	29%	0%

		FA	CULTY OF COL	_OR	
	Α	В	С	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant ***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	26	73% (1)	12%	15%	43%
Financial assistance with housing	30	54% (2)	3%	43%	58%
Spousal/partner hiring program	23	51% (3)	8%	41%	25%
Childcare	25	50% (4)	10%	40%	15%
Modified duties for parental or other family reasons (e.g., course release)	19	42% (5)	24%	34%	29%
Professional assistance in obtaining externally funded grants	38	39% (6)	25%	36%	7%
Paid or unpaid research leave	30	37% (7)	31%	32%	18%
Travel funds to present papers or conduct research	40	36% (8)	38%	26%	12%
Formal mentoring program	38	35% (9)	14%	52%	32%
Part-time tenure-track position	15	34% (10)	0%	66%	49%
Elder care	17	26% (11)	13%	61%	45%
Peer reviews of teaching or research/creative work	38	26% (11)	45%	28%	0%
Written summary of periodic performance reviews	39	26% (11)	49%	26%	9%
An upper limit on committee assignments for tenure-track faculty	37	24% (14)	37%	39%	13%
An upper limit on teaching obligations	35	21% (15)	63%	16%	8%
Informal mentoring	39	20% (16)	53%	27%	6%
Periodic, formal performance reviews	41	20% (16)	58%	22%	0%
Paid or unpaid personal leave	29	17% (18)	39%	44%	3%
Stop-the-clock for parental or other family reasons	23	9% (19)	65%	26%	4%
Professional assistance for improving teaching	37	9% (19)	58%	33%	0%

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^{**} important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

^{***} neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

COACHE

Tenure-Track Faculty Job Satisfaction Survey Responses to Open-ended Questions



The Collaborative on Academic Careers in Higher Education

Open-ended responses

Some COACHE survey questions offered an opportunity for faculty to accompany certain responses with explanations in their own words. Following are the comments provided by respondents at your institution.

27b. On what are tenure decisions in your department primarily based?

Subjects responding "Somewhat disagree" or "Strongly disagree" to Question 27a ("From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships, or demographics.") were asked this follow-up question.

departmental politics

For some fraction of the department (~50%), reasonable (consistent with other institutions with similar resources and ranking) criteria of research output, are the primary factor in making tenure decisions. About 25% of the voting faculty, are detached from the situation. The remaining 25% of the faculty utilize the tenure and promotion process to 'haze' candidates, air personal grudges with candidates or their supporters, and achieve political favors from others in the department. Unwarranted character attack, accidental loss of data (under-counting papers, losing letters) and blatant lies have previously been utilized by this group of faculty.

Friendships, personality, gender, shared interests outside work

Friendships, relationships, grant funding, research publications...and definitely no credit given for teaching programs, teaching evaluations, advising, new programs, and grants without overhead!

good old boys network, politics

human relations, politics.

I have not been involved in any tenure decisions since I am currently junior faculty.

I perceive I will be viewed unfavorably if I do things that will upset the status quo in my department, even if they will lead to positive changes.

In some cases preformed alliances and perceptions have gotten in the way of objectivity

It is not as much department level as college level. I feel if they want to keep you, they find a way to do it and if they don't want to keep you, they find a way to defend that choice.

Making the department chair happy and building relationships with faculty

not clear

Pedigree, what institution you graduated from

Personal relationships, 'fit' with the rest of the department in terms of research interests, personal interests, etc

Personality, professional jealousy, friendships outside of work

Politics

'politics' departmental needs

Race is a big consideration for tenure in our department due to low minority representation at the tenured level. It seems that racial minorities are often kept around in spite of low performance as researchers in our department.

Your area of research. Your 'fit' in the department. Politics.

44a. Please check the two (and only two) best aspects about working at your institution.

Subjects responding "Other" were asked to specify.

Administration opportunities

Experience of teaching

Fairness

fulfilling life purpose

high number of nearby universities

44b. Please check the two (and only two) worst aspects about working at your institution.

Subjects responding "Other" were asked to specify.

a stubborn tenured faculty

Benefits

budget cuts

conflicting expectations

cost of childcare

Culture of Department

Distance Education Budget Decisions

financial shortcomings

interference of university administration/bureaucracy

Lack of dependent tuition credit/waiver

lack of support for large scale research initiatives (e.g., formation of research centers)

lack of transparent and authentic leadership

Lack of well-funded, successful mentors to critically review grants and help with grant awards via NIH mechanism

minimal value placed on extension activities and community-based work

No other

Poor graduate student support plan

poorly run department

quality of benefits

quality of my specific college administration

uneven distribution of departmental service responsibilities across faculty

unrelenting pressure to bring in grant dollars FOR the university

46a. Who serves as the chief academic officer at your institution?

Subjects responding "Other" were asked to specify.

[No responses]

47b. Why do you plan to remain at your institution for no more than five years after earning tenure?

Subjects responding "For no more than 5 years after earning tenure" to Question 47a ("Assuming you achieve tenure, how long do you plan to remain at your institution?") and who responded "Other" here were asked to specify their reasons.

I [...] will retire.

I have accepted a position at another university

Location

Prefer to work closer to family

seek administration opportunities

51. Please use the space below to tell us the *number one thing* that you, personally, feel your institution could do to improve the workplace.



3 - 0 teaching load

A open and frank discussion about the reasons for the lack of diversity and inability to retain diverse (both in terms of gender, race, research and professional interests) young faculty would be welcome. A discussion of institutional measures that could be taken to retain faculty would be desirable.

Address issues of inequity between scientific and non-scientific schools of the university. Humanities professors are weefully underpaid and underfunded despite the fact that we are expected to teach the entire student population. Our science colleagues receive substantially more compensation, higher raises, and more tenure lines.

advocate for affirm and provide incentives for a diverse range of research methods

Although there is a clear message that publishing is first priority, there is always something being hoisted on us as urgent and first priority at that moment, semester, etc. and that priority is constantly shifting before it can be fully acted upon and a new one is urgently required. This detracts from focus on research and publishing.

Be more accepting of diversity (LGBT, racial, age)

Be more flexible with the tenure process

Be more open-minded in what counts as scholarly activity for the tenure process.

Being in the humanities college on a science, technology, and engineering campus means that the University regards us as second-class citizens. All grant-writing and many faculty development workshops, for example, are geared toward people working in science. As the current financial crisis escalates, the minimal support we have for faculty development--conferences, research, travel--erodes even further. Yet we are still constantly reminded how important this is for tenure. A new refrain/reality seems to be 'do more with less.' Upwards of 96% of our college budget is spent on faculty salary, leaving little room for cuts. Currently, we have been warned that we might have to eliminate phone calls, supplies, and paper! The University's approach to a solution seems to be increasing class size and possibly course loads, embracing a business model for education, which I believe will only impact us in a more negative way by decreasing the quality of instruction and leaving even less time for research. I have never been at an institution--either in graduate school or at my first job-that has such an archaic bureaucracy. This University also has NO leave policy for pregnant women--which I believe is indicative of its general disregard for women faculty. They pay lip service but little else. Instead leave for pregnant women depends on the discretion of the department head. I am generally satisfied with my department and its leadership; however, it would be nice if more departmental policy was written down. I am not very satisfied with the general competence of undergraduate majors or with the skills of our master's students. Of course, there are exceptional students at any institution and we have them as well, but overall I have been disappointed. Then, too, this could be a first peek at the long-term effects of 'No Child Left Behind' and its emphasis on teaching for the test.

better define what it takes to get tenure, have annual reviews that benchmark actual performance vs targeted, identify measurable goals

Better health benefits that included massage, chiropractic and 'other' coverage that would make it physically easier to deal with the toll 50-65 hour work weeks take on a person physically.

better policies related to family and balancing tenure and on-campus childcare facility

Better research computing support. Just because I know how to set up my own infrastructure, doesn't mean I have time to do it.

Better vision for improving the academic standing/research.

Change the tenure mentoring system.

Clarity on exactly what is required to obtain tenure

Compensation: pay is very unequal across departments, and there is no tuition benefit for children/spouses at all; this will very likely make us leave the university before our children enter high school.

cost-effective, on-campus childcare

Create education opportunities and preferential admission for kids of faculty at a reduced fee so that our children will be encouraged to attend this university and our discipline

Currently the Distance Education Learning Technology Applications group supports only academic credit courses. It would be helpful if the group would provide consultative services and act as liaison to technology-based grant-funded or other projects other than academic courses. Grant funds could be transferred to compensate the unit for its services. (The unit is supported by tuition dollars and dedicated to academic efforts. Given the current economic environment broadening services could help as a suggestion for future implementation.)

deal with the research budget issues

Define a reasonable tenure formula for faculty percentage appointments.

Develop clear guidelines for extension faculty evaluation

Devolution of authority to departments/colleges; significant reduction in the size and influence of the administration.

discontinue making the workplace feel like a business (with its constant focus on bringing in more money) and instead increase its focus on student learning and improving the community. admittedly, the focus on \$ has been more palpable in the past 2 years, which is understandable given the down-turn in the US economy.

Eliminate useless administration positions and put the money saved by these cuts to support research initiatives/infrastructure on campus, including the grants office.

Encourage faculty to keep updated on developments in the profession and incorporate them into their courses.

Facilities

F-A-C-I-L-I-T-I-E-S. The lab, building, and overall space SERIOUSLY impede my work, and the fact that the administration hasn't taken renovation seriously is tragic and appalling. I would leave in a heartbeat if it meant improved (even if modest) space for research.

Greater transparency in administration

Have admnistrators do a better job at managing budgets.

Have realistic research and publication expectations for new assistant professors and create a structure conducive to these expectations.

Help me with managing time, projects, etc. I am overextended and I think it is partially my fault. I need more advice and mentoring on what is necessary and what is not.

Hire more faculty so we are not required to do so much with so few people

Hire people who are really excited about what they do (faculty, not administrators).

I feel that there is very little interaction, personally or professionally, between faculty in the department. New hires that come in with tenure vote on tenure decisions on people that they do not even know and have had little opportunity to evaluate. There are no opportunities for open discussion between the tenure candidate and the faculty voting on their tenure and the tenure candidate is not a part of the tenure voting meeting...meanwhile, there is no requirement for faculty to come to the tenure meeting to vote on the candidate, or to hear or listen to discussion of the faculty while placing their vote by e-mail in absentee.

I love my department. The major problems are the heavy teaching load and the quality of the student population. We should have more stringent admissions requirements.

Improve compensation!

Improve facilities.

Improve its benefits package (e.g. lower health care costs, contribute more to employee's 403b, offer tuition waivers for faculty's children,...)

improve salary to prevent the loss of excellent faculty to the private sector

improve start-up support for research faculty

Improve the quality of graduate students

Improved compensation. Improved facilities. Greater commitment to filling vacant positions.

Improved quality of administrative support

Increase pay. I have to live far away from campus, my life is stressful. I need more money.

Increase support for faculty, specifically tuition waiver for dependents, childcare, grant-seeking, healthcare and other benefits, and compensation

Increase the freshman workload to weed out the students who lack intellectual curiosity.

Invest additional resources in start-up packages for tenure-tracked professionals, regardless of department. There is a sense that those in the 'hard' sciences benefit from greater investment than those in the humanities.

Involve faculty in decisions that impact their work.

It would be nice if departments were a little more social. All of our meetings are professional and business-related. Few opportunities to get to know people, their spouses/partners, kids, etc., but I realize this varies by department and some are probably better than others at having recurring functions.

Just be more supportive of pre-tenure faculty, many resources are used on tenured faculty that have had opportunities to establish program areas and should be self sufficient at this point in their career.

Leadership, there is no clear plan in light of budget issues, across the board cuts are paralyzing all

Maintain research and education as the central focus and build the leadership and infrastructure to support this goal. Refuse to tolerate or support individuals -- whether individual faculty or departmental staff -- in building their fieldoms at the costs of others.

Make a clear policy of sabbatical leave (every 7th year), easily available to all research faculty.

Make it clearer what is expected to get tenure and make research less of a priority.

Make tenure requirements very clear and reasonable.

making it more family-friendly by strengthening spousal hiring programs and childcare programs

More emphasis on teaching than on research.

More funding for graduate assistants. This would allow us to recruit the best and brightest (amd be competitive with our peer institutions).

More funding for graduate students.

More funding/research support to Tenure-Track junior faculty from the university.

More research/travel money

More social/networking opportunities for faculty (of all ranks)

NCSU could support the research of faculty in the humanities and social sciences fully and meaningfully by funding leaves (especially those already granted) and by reducing the number of students we teach through increasing full-time faculty not poorly paid part-timers.

Non-humanities students do not take the humanities seriously and the university marginalizes the humanities. Students' critical thinking skills in particular need greater development. Humanities students sometimes feel demeaned by non-humanities students. The university does not devote sufficient resources to the humanities, leaving faculty overworked and underpaid with little time for research.

Not really sure. It's a great place to be. My intitution seems to know what I'm doing, they care and respect my efforts. I enjoy coming to work.

Offer free or reduced tuition to family members

Our research facilities in my college are not of the quality as the rest of the campus.

Pay raises.

Proposal develop service

Provide additional RESOURCES to colleges that generate enormous teaching credits and serve large segments of the student body.

Provide better administrative support for faculty. The administrative staff only functions to support the Department, and faculty get bogged down with all types of minute details of day-to-day academic life, greatly lowering efficiency and scholarly productivity, and lengthening the workday. Particularly notorious here is the lack of help with grant and teaching preparation.

Provide free tuition for children of faculty members. It is very discouraging seeing children of faculty members attending other institutions. I believe free tuition for children of faculty members is an important moral booster and important for the work environment.

Provide medical insurance for spouses at a subsidized rate.

Provide more funds for professional development (travel, research assistance, etc.)

Provide private (not shared) offices with properly functioning HVAC.

Provide research services support (create labs, provide space, \$ support).

Provide some explicit vision statement.

provide tuition for children of faculty (and provide less expensive childcare)

Put more value and support into life sciences

Reduce bureaucracy and the amount of committee work required.

Reduce the number of students in undergraduate courses.

reduce the student faculty ratio and invest in the humanities and social sciences

Reward attempts by faculty across departments and colleges to form interdisciplinary research initiatives with greater research support.

Set tenure-track faculty up for success via formal mentoring by individuals who have been very successful at securing external grant funding; and, make sure that faculty receive annual salary increases based on performance.

Should encourage faculty to be more creative in terms of research.

Spousal hiring policies could be implemented

Stop requiring faculty to serve as academic advisors. Day to day advising should be done by professional advisors not faculty members.

Strong, compassionate leadership at departmental level, supported by the upper administration. My department is currently akin to 'Lord of the Flies'.

Support for grant proposal writing (mainly staff support for budget preparation)

Support for Life Sciences research (e.g. shared facilities with below cost user fees)

The facilities, infrastructure, and technical services supplied by the University are cut-rate and not at the level required for top research. This is a source of stress, a time sink, and a morale buster.

The number one thing that would improve the workplace for me would be to have a strong research unit that faculty could use to assist with proposal development, grant applications (not just taking the info you provide, but helping with the grant application process,), and help with research design and data analysis.

The working space/building: My research lab and office currently have no windows or exhaust except for the fume hood.

To recognize the value of good teaching as being equal to the value of good research in terms of tenure decisions.

too many uncessary staff

Use a different approach to department chairs. Rotate the chair position rather than have a full professor that is not in touch with a current academic workplace running a department. I think that it is important for leaders such as department chairs to make decisions that are best for a department and not decisions that try to keep everyone happy. Managing by a political frame is not the best at the department level.

Value and support our research and creative productivity, rather than viewing us only as people to perform service teaching work with everything we do judged according to a 'profit' model.

We are constantly under financial pressure and have to perform many functions without adequate resources. Because we are a state institution, we are limited in our ability to change but this is a critical component that affects the way in which the university and departments function.

We are running out of physical space in my department

COACHE

Tenure-Track Faculty Job Satisfaction Survey Appendices



The Collaborative on Academic Careers in Higher Education

APPENDIX A. PARTICIPATING INSTITUTIONS

The following table lists the institutions (with type and cohort) whose results comprise the COACHE dataset. Your report's "all comparables" data include those institutions of your type, i.e., college or university, as marked below.

Institution	Type	Cohort
Amherst College	College	2006-2007
Appalachian State University	University	2008-2009
Arizona State University	University	2005-2006
Auburn University	University	2008-2009
Ball State University	University	2007-2008
Barnard College	College	2005-2006
Bates College	College	2008-2009
Boston University	University	2006-2007
Bowdoin College	College	2006-2007
Brown University	University	2005-2006
California Polytechnic State University at San Obispo	University	2006-2007
California State Polytechnic University at Pomona	University	2006-2007
California State University at Fullerton	University	2006-2007
California State University at Long Beach	University	2006-2007
California State University at San Bernardino	University	2006-2007
California State University at San Marcos	University	2006-2007
Carleton College	College	2006-2007
Case Western Reserve University	University	2005-2006
Christopher Newport University	University	2008-2009
Clemson University	University	2007-2008
Colgate University	College	2007-2008
College of Holy Cross	College	2006-2007
College of St. Benedict/St. John's University	College	2008-2009
College of Wooster	College	2006-2007
Connecticut College	College	2006-2007
Dartmouth College	University	2008-2009
Davidson College	College	2005-2006
Denison University	College	2005-2006
DePauw University	College	2008-2009
Drexel University	University	2006-2007
Duke University	University	2006-2007

COACHE

Institution	Туре	Cohort
East Carolina University	University	2008-2009
Elizabeth City State University	College	2008-2009
Fayetteville State University	University	2008-2009
Goucher College	College	2005-2006
Hamilton College	College	2008-2009
Hampshire College	College	2005-2006
Harvard University	University	2005-2006
Hendrix College	College	2007-2008
Hobart and William Smith Colleges	College	2006-2007
Indiana University	University	2005-2006
Iowa State University	University	2005-2006
Ithaca College	College	2007-2008
James Madison University	University	2008-2009
Kansas State University	University	2008-2009
Kenyon College	College	2008-2009
Lafayette College	College	2008-2009
Lehigh University	University	2007-2008
Loyola College in Maryland	University	2008-2009
Loyola Marymount University	University	2008-2009
Macalester College	College	2008-2009
Michigan State University	University	2005-2006
Missouri University of Science & Technology	University	2008-2009
Montana State University	University	2008-2009
Montclair State University	University	2007-2008
North Carolina A&T State University	University	2008-2009
North Carolina Central University	University	2008-2009
North Carolina State University	University	2008-2009
North Dakota State University	University	2006-2007
Northeastern University	University	2008-2009
Oberlin College	College	2007-2008
Occidental College	College	2008-2009
Ohio State University	University	2005-2006
Ohio University	University	2006-2007
Pacific Lutheran University	College	2007-2008
Queens College	University	2007-2008
Richard Stockton College of New Jersey	College	2005-2006
Rowan University	University	2008-2009
Saint Olaf College	College	2007-2008
Skidmore College	College	2006-2007



Institution	Туре	Cohort
Sonoma State University	University	2006-2007
Stanford University	University	2005-2006
Susquehanna University	College	2007-2008
Syracuse University	University	2005-2006
Texas Tech University	University	2005-2006
Trinity College	College	2006-2007
Tufts University	University	2008-2009
Tulane University	University	2008-2009
University at Albany - State University of New York	University	2005-2006
University at Buffalo - State University of New York	University	2005-2006
University of Alabama at Tuscaloosa	University	2007-2008
University of Arizona	University	2005-2006
University of Chicago	University	2008-2009
University of Cincinnati	University	2006-2007
University of Connecticut	University	2006-2007
University of Illinois at Urbana-Champaign	University	2008-2009
University of Iowa	University	2007-2008
University of Kansas	University	2008-2009
University of Kentucky	University	2008-2009
University of Massachusetts at Amherst	University	2007-2008
University of Memphis	University	2005-2006
University of Michigan - Flint	University	2008-2009
University of Minnesota	University	2005-2006
University of Missouri - Columbia	University	2008-2009
University of Missouri - Kansas City	University	2008-2009
University of Missouri - St. Louis	University	2008-2009
University of North Carolina at Asheville	College	2008-2009
University of North Carolina at Chapel Hill	University	2008-2009
University of North Carolina at Charlotte	University	2008-2009
University of North Carolina at Greensboro	University	2008-2009
University of North Carolina at Pembroke	University	2008-2009
University of North Carolina at Wilmington	University	2008-2009
University of North Texas	University	2008-2009
University of Notre Dame	University	2006-2007
University of Puget Sound	College	2008-2009
University of Richmond	College	2006-2007
University of South Carolina	University	2007-2008
University of Tennessee	University	2006-2007
University of Toronto	University	2007-2008



Institution	Type	Cohort
University of Virginia	University	2008-2009
University of Wyoming	University	2007-2008
Virginia Commonwealth University	University	2008-2009
Virginia Polytechnic Institute and State University	University	2006-2007
Wabash College	College	2005-2006
Washington State University	University	2006-2007
Wellesley College	College	2007-2008
Wesleyan University	College	2008-2009
West Virginia University	University	2008-2009
Western Carolina University	University	2008-2009
Wheaton College (MA)	College	2008-2009
Whitman College	College	2007-2008
Winston-Salem State University	University	2008-2009



The Collaborative on Academic Careers in Higher Education

APPENDIX B. SURVEY INSTRUMENT

I. DEMOGRAPHIC BACKGROUND

- 0. Do you have tenure?
 - 1 ∘ Yes [SCREEN OUT] 0 ∘ No [CONTINUE]
- 1. Are you employed in a full-time position on the tenure-track?
 - 1 ∘ Yes [CONTINUE] 0 ∘ No [SCREEN OUT]
- 2. Please provide the FULL name of the institution where you are employed.

[TEXT-REQUIRED]

- 3. What is the highest degree you have earned?
 - 3 Doctorate (Ph.D., J.D., M.D. etc.)
 - 2 o Master's
 - 1 o Bachelor's
 - 4 o Associate's
 - 5 Other
 - 98 o Decline to answer
- 5. Did you hold a postdoctoral appointment?
 - 1 o Yes
 - 0 No
 - 98 o Decline to answer
- 6a. Is this your first tenure-track appointment?
 - 1 Yes
 [SKIP TO Q7]

 0 No
 [CONTINUE]

 98 Decline to answer
 [SKIP TO Q7]
- 6b. How many years on the tenure track did you complete elsewhere?
 - 1 o 1 year or less
 - 2 o 2 years
 - 3 o 3 years
 - 4 4 years
 - 5 or more years
 - 6 Full tenure
 - 98 o Decline to answer
- 6d. Did your current faculty appointment begin with credit for prior service elsewhere?
 - 1 Yes [CONTINUE]
 0 No [SKIP TO Q7]
 98 Decline to answer [SKIP TO Q7]
- 6e. How many years of credit for prior service did you receive?
 - 1 o 1 year or less

- 2 o 2 years
- 3 o 3 years
- 4 o 4 years
- 5 ∘ 5 or more years
- 98 o Decline to answer
- 7. Please indicate the year in which your current faculty appointment began:

[PULL DOWN MENU]	
------------------	--

- 8. What is your rank?
 - 4 Professor (or "Full Professor")
 - 3 o Associate Professor
 - 2 o Assistant Professor
 - 1 o Instructor/Lecturer
 - 5 Other
- 9. Do you hold a joint appointment (formal responsibilities in more than one department)?
 - 1 o Yes

 - 98 o Decline to answer
- 10. Name the department(s) or division(s) in which you hold formal responsibilities.

If you hold a joint appointment, respond to the survey questions about your *primary* department or division. (If only one of your departments is your tenure home, then please choose that department as your primary department.). If your formal responsibilities are evenly split, please choose one department as your primary:

Primary

Secondary

[TEXT - NOT REQUIRED]

- 98 □ Decline to answer
- 11. What is your race? (Please check all that apply.)
 - 0 American Indian or Native Alaskan:

A person having origins in any of the original peoples of North and South America (including Central America).

A person having origins in any of the original peoples of the Far East, Pacific Islands, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, Guam, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, and Samoa.

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

- 3

 Black or African-American
 - A person having origins in any of the black racial groups of Africa.
- 4

 Hispanic or Latino:

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.

- 5 Dother
- 6

 Multiracial
- 98 Decline to answer [NO OTHER SELECTION VALID]

IF COUNTRY = 0	IF COUNTRY = 1
12. What is your citizenship status? 1	12. Are you a Canadian citizen? 2

- 13. What is your gender?
 - 0 o Male
 - 1 o Female
 - 98 o Decline to answer
- Q13b. Do you identify as a member of the gay, lesbian, bisexual, transgendered (GLBT) community?
 - 1 o Yes
 - 0 No
 - 98 o Decline to answer
- 14. In what year were you born?

[PULL DOWN MENU]

98 Decline to answer

15. What is your annual salary?

[PULL DOWN MENU]:

- 1 o Less than \$30,000
- 2 \$30,000 to \$44,999
- 3 \$45,000 to \$59,999
- 4 \$60,000 to \$74,999
- 5 \$75,000 to \$89,999
- 7 \$90,000 to \$104,999
- 8 \$105,000 to \$119,999
- 9 \$120,000 or above
- 98 o Decline to answer
- Q16. Do you have any children or other dependents?

1 • Yes [CONTINUE to Q16a1]

0 ∘ No [SKIP to Q17]

98 • Decline to answer [SKIP to Q17]

- Q16a1. How many children who are infants, toddlers, or pre-school age live with you at home?
 - 0 o None
 - 1 0 1
 - **2 2**
 - **3 3**
 - 4 0 4
 - 5 of more
 - 98 o Decline to answer

	How many children in elementary, middle, or high school live with you at home? O None O O None O O None O O O O O O O O O O O O O O O O O O O
	How many children <i>currently in college</i> do you have? O ONONE O
16b. Ho	w many other dependents (e.g., an adult who requires your care) live with you at home' [PULL DOWN MENU]
	ch statement most clearly describes your household's employment situation? 0
	you and your spouse reside in separate communities for work reasons? 1



II. TENURE & PROMOTION

This set of items addresses various aspects surrounding tenure in your department.

	<mark>5</mark> Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear	98 Decline to answer
19. I find the tenure process in my department to be	0	0	0	0	0	0
20. I find the tenure criteria (what things are evaluated) in my department to be	0	0	0	0	0	0
21. I find the tenure standards (the performance threshold) in my department to be	0	0	0	0	0	0
22. I find the body of evidence that will be considered in making my tenure decision to be	0	0	0	0	0	0
23. My sense of whether or not I will achieve tenure is	0	0	0	0	0	0

The following pairs of questions ask you to identify the <u>clarity</u> and the <u>reasonableness</u> of various aspects of tenure.

Please answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24a. Is what's expected in order to earn tenure **clear** to you regarding your performance as: **a scholar** (e.g., research and creative work)?

5	4	3	2	1
Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
0	0	0	0	0

25a. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **a scholar** (e.g., research and creative work)?

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
0	0	0	0	0

98 □ Decline to answer

[RECORD N/A FOR BOTH]
[RECORD DECLINE FOR BOTH]



24b. Is what's expected in order to earn tenure clear to you regarding your performance as: a teacher?

5	4	3	2	1
Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
0	0	0	0	0

25b. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **a teacher?**

<mark>5</mark> Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	<mark>1</mark> Very unreasonable
0	0	0	0	0

[RECORD N/A FOR BOTH]

98 □ Decline to answer

[RECORD DECLINE FOR BOTH]

24c. Is what's expected in order to earn tenure **clear** to you regarding your performance as: **an advisor to students**?

5 4		4	3	2	1
	Very	Fairly	Neither clear	Fairly	Very
	clear	clear	nor unclear	unclear	unclear
	0	0	0	0	0

25c. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **an advisor to students**?

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
0	0	0	0	0

9

This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

24d. Is what's expected in order to earn tenure **clear** to you regarding your performance as: **a colleague** in your department?

)				
5		4	3	2	1
Very		Fairly	Neither clear	Fairly	Very
	clear	clear	nor unclear	unclear	unclear
	0	0	0	0	0

25d. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **a colleague in your department**?

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	<mark>2</mark> Fairly unreasonable	<mark>1</mark> Very unreasonable
0	0	0	0	0

[RECORD N/A FOR BOTH]
[RECORD DECLINE FOR BOTH]

98 Decline to answer



24e. Is what's expected in order to earn tenure **clear** to you regarding your performance as: **a campus citizen**?

5	5 4		2	1
Very clear			Fairly unclear	Very unclear
0	0 0		0	0

25e. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **a campus citizen**?

<mark>5</mark> Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
0	0	0	0	0

[RECORD N/A FOR BOTH]
[RECORD DECLINE FOR BOTH]

98 □ Decline to answer

24f. Is what's expected in order to earn tenure **clear** to you regarding your performance as: **a member of the broader community** (e.g., outreach)?

5	4	3	2	1
Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
0	0	0	0	0

25f. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **a member of the broader community** (e.g., outreach)?

5	4	Neither reasonable nor unreasonable	2	1
Very	Fairly		Fairly	Very
reasonable	reasonable		unreasonable	unreasonable
0	0	0	0	0

[RECORD N/A FOR BOTH]
[RECORD DECLINE FOR BOTH]

98 □ Decline to answer

Please indicate whether you agree or disagree with each of the following statements:

26. I have received consistent messages from tenured faculty about the requirements for tenure.

20. 1 Have 1000	Sived consisten	t messages ne	in tenared lacalty	about the requ	in criticities for ter	iuic.
9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
0	0	0	0	0	0	0

27a. In my opinion, tenure decisions here are made primarily on **performance-based criteria** (e.g., research/creative work, teaching, and/or service) rather than on **non-performance-based criteria** (e.g., politics, relationships, and/or demographics).

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
0	0	0	0	0	0	0

[SKIP TO Q28]

[SKIP TO Q28] [SKIP TO Q28] [SKIP TO Q28]

[CONTINUE] [CONTINUE]

[SKIP TO Q28]



27b. In your opinion, on what **non-performance-based criteria** are tenure decisions in your department primarily made?

[TEXT – REQUIRED]			

□ Decline to answer

[TEXT FIELD NOT REQUIRED]



III. THE NATURE OF YOUR WORK

The next set of items explores your day-to-day activities as a faculty member.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your work:

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
28. The way you spend your time as a faculty member	0	0	0	0	0	0	0
28b. The number of hours you work as a faculty member in an average week	0	0	0	0	0	0	0
29a. The level of the courses you teach	0	0	0	0	0	0	0
29b. The number of courses you teach	0	0	0	0	0	0	0
29c. The degree of influence you have over the courses you teach	0	0	0	0	0	0	0
29d. The discretion you have over the content of the courses you teach	0	0	0	0	0	0	0
29e. The number of students you teach	0	0	0	0	0	0	0
29f. The quality of undergraduate students with whom you interact	0	o O	0	o o	0	0	0
29g. The quality of		IF VERSION	I = COLLEG	E, SKIP TO	30b		
graduate students with whom you interact.	0	0	0	0	0	0	0
30b. The amount of time you have to conduct research/produce creative work	0	0	0	0	0	0	0
30c. The amount of external funding you are expected to find	0	0	0	0	0	0	0



[CONTINUE ON SAME PAGE AS PREVIOUS]

CONTINUE ON OAK	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
30d. The influence you have over the focus of your research/creative work	0	0	0	0	0	0	0
31. The quality of facilities (i.e., office, labs, classrooms)	0	0	0	0	0	0	0
32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	0	0	0	0	0	0	0

33. How satisfied are you with the quality of these support services?

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
33a. Clerical/ administrative services	0	0	0	0	0	0	0
33b. Research services	0	0	0	0	0	0	0
33c. Teaching services	0	0	0	0	0	0	0
33d. Computing services	0	0	0	0	0	0	0



IV. POLICIES AND PRACTICES

This set of questions addresses faculty policies and practices common at colleges and universities.

Please rate **how important** or **unimportant** the following policies and practices would be to your success, regardless of whether they currently apply to your institution, then rate **how effective or ineffective** each has been at your institution. For each item, please mark the appropriate column.

POLICY/PRACTICE:

1. Formal mentoring program (e.g., assigned mentors, matching)

34a. Importance or unimportance of policy to your success:

o ra. important	o or arminportar	noo or ponoy to	your oaccooc.	
<mark>5</mark> Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

2. Informal mentoring

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



3. Periodic, formal performance reviews

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

4. Written summary of periodic performance reviews

34a. Importance or unimportance of policy to your success:

o-ta. Important	oc or arminportal	ioc or policy to	your success.	
5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



5. Professional assistance in obtaining externally funded grants

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very fective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

6. Professional assistance for improving teaching

34a. Importance or unimportance of policy to your success:

o iai iiipoitaii	oo or arminportar	.cc c. poncy to	your oaccoo.	
5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



7. Travel funds to present papers or conduct research

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	<mark>1</mark> Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very fective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

8. Paid or unpaid research leave

34a. Importance or unimportance of policy to your success:

3 4 a. Important	7-a. Importance of drilliportance of policy to your success.					
<mark>5</mark> Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	<mark>1</mark> Very unimportant		
0	0	0	0	0		

5 Very effective	4 Effective	Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



9. Paid or unpaid personal leave

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very fective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

10. An upper limit on committee assignments for tenure-track faculty

34a. Importance or unimportance of policy to your success:

3-a. Important	54a. Importance of unimportance of policy to your success.					
<mark>5</mark> Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant		
0	0	0	0	0		

5 Very effective	4 Effective	Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



11. An upper limit on teaching obligations

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very fective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

12. Peer reviews of teaching or research/creative work

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	4 Neither important nor unimportant		1 Very unimportant
0	0	0	0	0

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



13. Childcare

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very fective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

14. Financial assistance with housing

34a. Importance or unimportance of policy to your success:

ota. Important	54a. Importance of unimportance of policy to your success.						
<mark>5</mark> Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	<mark>1</mark> Very unimportant			
0	0	0	0	0			

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



15. Stop-the-clock for parental or other family reasons

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

16. Spousal/partner hiring program

34a. Importance or unimportance of policy to your success:

5 Very important	4 Neithe important unimpor		2 Unimportant	1 Very unimportant
0	0	0	0	0

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



17. Elder care

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	<mark>1</mark> Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very fective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

18. Tuition waivers (e.g., for child, spouse/partner)

34a. Importance or unimportance of policy to your success:

ota. Important	o or arminportal	ice of policy to	your success.	
5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

5 Very effective	4 Effective	Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]



19. Modified duties for parental or other family reasons (e.g., course release)

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

20. Part-time tenure-track position

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
0	0	0	0	0

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
0	0	0	0	0	0	0

⁹⁸ Decline to answer [NO OTHER SELECTION VALID]

Please indicate your level of agreement or disagreement with the following statements:

Please indicate you	ar level of aç	greement or	uisagreeme	ent with the	Tollowing S	tatements.	
	9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
35a. My institution does what it can to make having children and the tenure-track compatible.	0	0	0	0	0	0	0
35b. My institution does what it can to make raising children and the tenure-track compatible.	0	0	0	0	0	0	0
35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	0	0	0	0	0	0	0
35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	0	0	0	0	0	0	0
35e. My colleagues are respectful of my efforts to balance work and home responsibilities.	0	0	0	0	0	0	0

36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
0	0	0	0	0	0	0

37. How satisfied or dissatisfied are you with the balance between your professional time and your

personal or family time?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
0	0	0	0	0	0	0



V. Climate, Culture and Collegiality

This set of questions addresses the climate, culture and collegiality of your workplace.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
38a. The fairness with which your immediate supervisor evaluates your work	0	0	0	0	0	0	0
38b. The interest tenured faculty take in your professional development	0	0	0	0	0	0	0
38c. Your opportunities to collaborate with tenured faculty	0	0	0	0	0	0	0
38d. The value faculty in your department place on your work	0	0	0	0	0	0	0
39a. The amount of professional interaction you have with tenured faculty in your department	0	0	0	0	0	0	0
39b. The amount of personal interaction you have with tenured faculty in your department	0	0	0	0	0	0	0
39c. The amount of professional interaction you have with pretenure faculty in your department	0	0	0	0	0	0	0
39d. The amount of personal interaction you have with pretenure faculty in your department	0	0	0	0	0	0	0



[CONTINUE ON SAME PAGE AS PREVIOUS]

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department	0	0	0	0	0	0	0
41. The intellectual vitality of the tenured faculty in your department	0	0	0	0	0	0	0
41a. The intellectual vitality of <i>pre-tenure</i> faculty in your department	0	0	0	0	0	0	0
41b. Opportunities for participation, appropriate to your rank, in the governance of your institution	0	0	0	0	0	0	0

IF VERSION = COLLEGE, SKIP TO 42

41c. Opportunities for participation, appropriate to your rank, in the governance of your department	0	0	0	0	0	0	0
--	---	---	---	---	---	---	---

Please indicate your level of agreement or disagreement with the following statement:

riease illulcate you	rease indicate your level of agreement of disagreement with the following statement.						
	9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
42. On the whole, my institution is collegial.	0	0	0	0	0	0	0



15. Geographic location

16. Diversity

VI. GLOBAL SATISFACTION

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

44a. Please check the two (and only two) best aspects about working at your institution.

1. Quality of colleagues	17. Presence of others like me.				
2. Support of colleagues	18. My sense of "fit" here.				
3. Opportunities to collaborate with colleagues	19. Protections from service/assignments				
4. Quality of graduate students	20. Commute				
5. Quality of undergraduate students	21. Cost of living				
6. Quality of facilities	22. Research/creative work requirements for tenure				
7. Support for research/creative work (e.g., leave)	23. Teaching load				
8. Support for teaching	24. Tenure requirements in general				
9. Support for professional development	25. Tenure criteria clarity				
10. Assistance for grant proposals	26. Tenure process clarity				
11. Childcare policies/practices 27. Manageable pressure to perform					
12. Availability/quality of childcare facilities 28. Academic freedom					
13. Spousal/partner hiring program	94. Other (Please specify) [TEXT- REQUIRED if checking "Other"]				
14. Compensation	95. Other (Please specify) [TEXT- REQUIRED if checking "Other"]				

99. There are no positive aspects.

98. Decline to answer



- 44b. Please check the two (and only two) worst aspects about working at your institution.
- 1. Quality of colleagues
- 2. Support of colleagues
- 3. Opportunities to collaborate with colleagues
- 4. Quality of graduate students
- 5. Quality of undergraduate students
- 6. Quality of facilities
- 7. Lack of support for research/creative work (e.g., leave)
- 8. Lack of support for teaching
- 9. Lack of support for professional development
- 10. Lack of assistance for grant proposals
- 11. Childcare policies/practices (or lack thereof)
- 12 Availability/quality of childcare facilities
- 13. Spousal/partner hiring program (or lack thereof)
- 14. Compensation
- 15. Geographic location
- 16. Lack of diversity

- 17. Absence of others like me.
- 18. My lack of "fit" here.
- 19. Too much service / too many assignments
- 20. Commute
- 21. Cost of living
- 22. Research/creative work requirements for tenure
- 23. Teaching load
- 24. Tenure requirements in general
- 25. Tenure criteria clarity
- 26. Tenure process clarity
- 27. Unrelenting pressure to perform
- 28. Academic freedom
- 94. Other (Please specify)

[TEXT- REQUIRED if checking "Other"]

95. Other (Please specify)

[TEXT- REQUIRED if checking "Other"]

- 98. There are no negative aspects.
- 99. Decline to answer

45a. All things considered, how satisfied or dissatisfied are you with your **department** as a place to work?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
0	0	0	0	0	0	0

45b. All things considered, how satisfied or dissatisfied are you with your **institution** as a place to work?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
0	0	0	0	0	0	0

46a. Who serves as the **chief academic officer** at your institution?

(An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)

5	President	[CONTINUE]
6	o Chancellor	[CONTINUE]
4	 Vice President for Academic Affairs 	[CONTINUE]
3	 Academic Dean 	[CONTINUE]
2	○ Provost	[CONTINUE]
1	Other (Please specify):	[CONTINUE]
9	○ I don't know.	[SKIP TO Q47]
98	 Decline to answer 	ISKIP TO Q471

Please indicate your level of agreement or disagreement with the following statement:

46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for pre-tenure faculty.

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
0	0	0	0	0	0	0

47. Assuming you achieve tenure, how long do you plan to remain at your institution?

4	 For the rest of my career 	[SKIP TO Q48]
3	 For the foreseeable future 	[SKIP TO Q48]
2	 For no more than 5 years after earning tenure 	[CONTINUE TO Q47b]
1	 I haven't thought that far ahead 	[SKIP TO Q48]
9	 Not applicable 	[SKIP TO Q48]
98	 Decline to answer 	[SKIP TO Q48]

47b. Why do you plan to remain at your institution for no more than five years after earning tenure?

- 1 o Prefer to work at another academic institution
- 2 o Prefer to work in private industry
- 3 Prefer to work in government
- 4 Other (*Please explain*:)

98 o Decline to answer

[TEXT- REQUIRED if checking "Other"]



Please indicate your level of agreement or disagreement with the following statement:

48. If I could do it over, I would again choose to work at this institution.

io. ii i ocaia a	o o . o . , o a .	a again oncoo	to morn at and i			
9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
0	0	0	0	0	0	0

- 49. If a candidate for a tenure-track (pre-tenure) faculty position asked you about your **department** as a place to work, would you:
 - 2 Strongly recommend your department as a place to work
 - 1 Recommend your department with reservations
 - 0 o Not recommend your department as a place to work
 - 98 o Decline to answer
- 50. How do you rate your **institution** as a place for tenure-track (pre-tenure) faculty to work?
 - 5 o Great
 - 4 o Good
 - 3 o So-so
 - 2 Bad
 - 1 o Awful
- 51. Please use the space below to tell us the **number one thing** that you, personally, feel your institution could do to improve the workplace.

[TEXT- REQUIRED]		

□ Decline to answer



The Collaborative on Academic Careers in Higher Education

APPENDIX C. SUGGESTIONS FOR ACTION

COACHE member colleges and universities have found various ways—many proven, others novel—to get the most out of their investments in the Collaborative. Based on their experiences, we have compiled the following example actions for your consideration as you prepare your institution's response to the COACHE survey.

Dissemination of Results

- Share your COACHE highlights with all or some combination of the following groups:
 - Pre-tenure faculty, tenured faculty, and the faculty senate
 - Deans and department chairs
 - Senior administrators in academic affairs, human resources, institutional research
 - President/Chancellor and Board of Trustees/Regents
 - Search committees
 - Other campus-wide committees (e.g., Promotion & Tenure, Status of Women, Diversity)
 - Grant-seekers (e.g., NSF ADVANCE)
- Hold workshops and forums with these constituents, together or apart, to discuss possible actions in
 response to your COACHE findings. (COACHE staff are available to facilitate such events.) For
 example, pre-tenure faculty could meet as a group, with no others present, to address major findings and
 to recommend changes in policy and practice.
- Ask questions to organize and catalyze the conversations around COACHE. For example:
 - What confirmed (or defied) conventional wisdom?
 - What are the surprises? Disparities? Lessons? Implications?
 - Do the experiences of pre-tenure faculty here differ materially from their counterparts at peer institutions? By benchmark? If you have these data, by gender, race/ethnicity, or academic area?
 - If we were going to take two or three actions to demonstrate that faculty contributions to this survey made a difference, what would we do?
- Identify aspects of the report that could be used to bolster recruitment of new faculty.
- Disclose some or all of your results on your web site. Many colleges and universities have found this to be
 an appropriate way to highlight institutional strengths, and demonstrate their commitment to improving
 quality in those areas of concern.
- Organize a meeting and debriefing among the academic leaders of the peer institutions that you have selected. Discuss best practices and common problems.
- Most importantly, follow through on the plans that result from these activities. Hold administrators and
 committees accountable to measurable outcomes, such as improved recruiting or retention metrics or
 improved ratings on various COACHE themes.

Tenure Clarity

Start early

- Transparency of expectations begins in the interview process and ought to be reinforced throughout the tenure track.
- Emphasize that your institution hires pre-tenure faculty because you believe they will succeed in getting to tenure.
- Suggest to new faculty: "The minute you leave faculty orientation, start your dossier."
- Draft a "statement of mutual expectations" with each faculty member by no later than the end of the first year.

Provide workshops for pre-tenure faculty

- Organize periodic workshops for tenure-track faculty hosted by the provost to provide an in-depth explanation of the institution's tenure process and criteria. Invite deans and current *and* former chairs of the Tenure & Promotion Committees. Follow the meeting with break-out sessions led by experienced tenured faculty from different academic disciplines, who have served on the appointment and promotions advisory board or committee, and who are equipped to give their pre-tenure colleagues advice about how to navigate the process. One institution runs a program called "Survive and Thrive in (our institution's) Tenure System," which walks participants through the process and suggests ways to track and document their accomplishments. The morning concludes with an hour during which assistant professors ask questions and raise concerns with a panel of chairs and tenured faculty.
- Host smaller workshops on guidelines for drafting CVs and promotion and tenure dossiers.
- Host workshops on matters of relevance and anxiety to faculty, e.g., Achieving Tenure, Getting Grants, Starting a Lab, Giving Feedback to Students, Time Management, When and How to Ask for Help/Mentoring.

Engage leadership

- Suggest that chairs invite their pre-tenure faculty to lunch individually or together to informal brown-bag lunches to create open forums where they are encouraged to ask questions regarding the tenure process.
- Ask questions of your chairs and faculty to determine whether your departments (and/or institution) are primarily oral cultures or written ones. If the former, challenge them to become the latter.
- Have the chair of the Tenure and Promotions Committee meet with pre-tenure faculty at the beginning of the tenure review year.
- Require a "pattern of administration" for new deans and chairs: a detailed plan for approaching their new roles. A "POA" contains teaching, research, and service expectations for all faculty in the department or school. It also details a process for buying out teaching, for equitable assignment of



classes and service, and for identifying constituents on various committees (e.g., curriculum committee).

- At regular intervals, conduct an "academic program review" for each department: a self-study financed by the college to bring in five eminent scholars in the field to review the program. Not a judgment, but a process by which the members of the department can clarify their department's identity and together establish goals for the long-term. Make it completely transparent and data-driven, and include the provost, vice/associate provosts, dean, undergraduate dean. The process will include a thorough examination of the "pattern of administration," and is one way that ineffective chairs are identified in as impersonal a way as possible.
- Provide chairs with examples of "good" (explicit) and "bad" (vague) annual review letters, and with lists of common problems.
- Organize a task force to improve the institution's tenure process. Consider recognizing service to
 community, leadership of programs that enhance diversity and training of faculty, as well as
 innovations that improve access and equity in the academy.

Be explicit

- Require departments to distribute explicit policy/guidelines for tenuring faculty, particularly for those with joint appointments.
- Pair your university-wide policy (developed by the Provost's Office) with secondary policies that explain the tenure expectations at each of the schools within the institution.
- Use explicit language in the faculty handbook regarding the criteria for evaluation. For example, one university handbook states that "teaching excellence is the *sine qua non* for retention and advancement," and that "nothing can extenuate poor teaching." This handbook specifies five essential elements of effective teaching, five for scholarship, and eight for service.
- Provide a web site with policies, time lines, flow charts, coversheets, and checklists. Include, visible to
 all faculty, guidelines for faculty, deans, chairs, the tenure & promotion committee, and search
 committees. However, always beware of too much information—periodically compile, compress, and
 synthesize.
- Keep a "core dossier" maintained by the provost's office. It should be a shared template outlining what will be measured. If collegiality, for example, is important to your institution's mission, it would be in the core dossier. Allow for *minor* local variations according to discipline—but this document is where the institutional priorities for tenure are codified.
- Provide each faculty member access to his/her electronic dossier as an "organic," evolving document.

Conduct performance reviews

Have consistent, thorough performance reviews against specific criteria during pre-tenure faculty
members' second, fourth, and sixth years and abbreviated reviews in years three and five. For all
reviews, provide written summaries.

Nature of the Work: Research and Teaching

Provide orientation and workshops

- Consider making your new faculty orientation program a three day event. Use the first day to focus on introducing new faculty to the structure and functions of the university, the second day to offer sessions on teaching and learning, and the third day to discuss research and scholarship.
- Host seminars on lab management for all tenure-track faculty who need it. New faculty will be more effective teachers and researchers if they receive training on how to manage their labs.

Foster a supportive culture for excellence in research

- Invite accomplished scholars in the specialty area of a pre-tenure faculty member to spend a day or two on campus to discuss his or her research and give feedback.
- Provide annual grant-writing workshops and encourage departments to hold more localized grant-writing study sessions. One institution calls its grant-writing workshop "Principal Investigator 101" and targets post-doctoral students and pre-tenure faculty.
- Send regular emails that outline available grants and provide information on how to apply for them. These are more effective when they are sent from the chair or dean.
- Encourage new faculty to apply for awards, RFPs, and grants. Offer to read manuscripts and research proposals. Petition publishers and presses on behalf of their work.

Foster a supportive culture for excellence in teaching

- Create a "Center for Teaching and Learning" to help faculty improve their instructional skills. Some
 institutions use interactive theatre to portray the complexities and challenges of academic situations.
 Faculty can either be actors or members of the audience. Following each sketch the audience can ask
 questions of the actors. A professional facilitator guides the discussion providing expertise and
 research-based information in the process.
- Assist new faculty with core courses by sharing course notes. Also, help new faculty by reviewing their exams for the appropriate level of difficulty.
- Offer to observe a class, or two (outside of any sort of formal review process) to give feedback and tips to new faculty.
- Allow new faculty to observe one of your classes and discuss pedagogy options and choices.

Provide monetary support

- Assess the research and teaching assistance provided by graduate students. Increase funding in this
 area if necessary.
- Create a "Faculty Travel Fund" to encourage travel for professional and scholarly purposes by members of the faculty who have no other source of funds. Full-time, voting members of the faculty



are eligible each fiscal year for reimbursement from this Fund for one trip related to professorial activities.

- If feasible, grant an annual stipend of several thousand dollars to faculty to spend at their discretion in support of their research programs.
- Offer your faculty "Say Yes" funds (e.g., small sums of money raised through outside donors) which allows chairs to support pre-tenure colleagues' professional development and research needs.

Be transparent

- Encourage chairs to hold discussions with all faculty around how teaching assignments are made. Keep it transparent and equitable (load/level).
- Use explicit language regarding the expected teaching load of pre-tenure faculty. At one institution, the Provost's Office provided a clear upper limit on teaching by publishing a range in their faculty handbook.
- Be explicit and tell faculty when they should hold off on developing new courses and to focus on research.

Other ideas

- Consider permitting pre-tenure faculty to take a full-year sabbatical leave at half pay or a semester at full pay.
- Create an "Excellence in Diversity Fellows Program" that offers minority tenure-track faculty support for teaching, research and publishing, and networking opportunities.
- Foster a commitment to interdisciplinary research through cross-departmental faculty seminars and working groups that provide opportunities for faculty to collaborate on research projects.
- Appoint ad hoc advisory committees to meet every six months with pre-tenure faculty. Each
 committee should have two tenured faculty members, one to focus on teaching and the other on
 research.
- Consider scaling back the teaching load of pre-tenure faculty during their first year. Some institutions offer one semester free of teaching while others offer two.

Work/Family Integration

Flexible work arrangements and scheduling

- Create a "flexible work arrangements policy" or "workload relief plan" that helps pre-tenure faculty when confronted with family-related issues such as an ill child, parent, or spouse/partner, to scale back (instead of taking full, unpaid leave) for a semester. Renewal should be allowed for up to three years but only when it does not infringe on the department's ability to carry out its mission.
- Consider changing the time of regular departmental meetings if they are conducted later in the day. Faculty with children appreciate late-afternoon flexibility with their schedules.

Stop-the-clock and parental leave

- Make your stop-the-clock policy automatic for birth mothers and primary caregivers. Paid parental leave should also be automatic upon notification of the birth or adoption of a child. Streamline stop-the-clock and parental leave policies so that they complement each other and reduce paperwork.
- Implement a "Parental Leave Policy" that provides funding for up to 12 weeks of leave for new mothers and four weeks for new fathers and adoptive parents.
- Expand your stop-the-clock policy to include eldercare or other dependent care responsibilities.
- Use explicit language regarding your stop-the-clock and personal leave policies.
- Reinforce with oral and written communication that, other things being equal, time spent on a
 personal leave of absence, of any duration, shall not affect an individual's promotion, tenure status, or
 eligibility for sabbatical leave.

Spousal/Partner hiring

- Consider spousal hiring arrangements with local institutions. These mutually beneficial collaborations help faculty and institutions negotiate dual-career challenges.
- Consider subscribing to your regional chapter of the Higher Education Recruitment Consortium (HERC), an organization that provides resources to assist the spouses and partners of faculty in finding local employment and information on opportunities for dual-career academics, thus aiding in its member institutions' ability to recruit and retain faculty.

Childcare/Eldercare

- Assess the effectiveness of your childcare offerings by surveying faculty with children under the age of 10. You may also hire an outside consultant to assess the childcare needs of faculty, staff, and students, and develop ways in which your institution might respond to those needs.
- Implement an emergency back-up childcare program that provides last-minute assistance for faculty who need it. "Parents in a Pinch" is an example that offers early evening babysitters for up to three children at a time in campus offices and classrooms.



- Create a web site dedicated specifically to childcare and eldercare needs. This can be a useful space to
 grow parent and babysitter networks, recommend care providers, and disseminate important contact
 information.
- If you do not provide it already, consider offering on-campus childcare. If this is not feasible, contact local providers and secure additional childcare slots for your faculty.
- Institute a subsidy grant program to assist faculty with the costs of childcare. For example, one institution grants \$5,000 a year to qualified faculty with children under 10 years of age.
- Offer dependent-care funding for faculty that are traveling for work and either need to arrange local
 care for their dependents or take dependents with them. Institutions typically offer qualifying faculty
 \$500 to \$1,000 annually.
- Assist faculty that adopt a child by implementing an adoption reimbursement program. For example, one institution provides a maximum of \$10,000 per a year for up to two adoptions for faculty who adopt children under the age of 18. Qualifying expenses include adoption agency fees, court fees, medical fees for the child (not covered by insurance), immigration fees, and temporary foster care charges provided before the child is brought home.

Other ideas

- Conduct workshops for department chairs that develop a better understanding of faculty member work/family issues and encourage more consistent policy implementation.
- Publish a family-oriented brochure outlining the programs, policies, and resources that your institution offers to support faculty who balance the demands of academe and family life.
- Initiate a tuition grant program that helps faculty pay for their child's undergraduate college education. For example, one institution offers to pay the lesser amount between half of their current tuition or the cost of attendance at another institution.
- Help to facilitate faculty home ownership by offering/building on-campus housing available for purchase.

Climate, Culture and Collegiality

Foster collaboration

- Consider distributing career development awards that tenure-track faculty can use to build bridges with mentors at other institutions and to start collaborative projects with tenured faculty elsewhere.
- Hold colloquia that allow faculty to share their research with departmental colleagues, other interested faculty, and graduate students.
- Provide opportunities for faculty to collaborate on research projects by offering cross-departmental faculty seminars and working groups.
- Offer to share your equipment and supplies with faculty who may benefit from having access to them.
- Pair each new faculty member with a tenured colleague to team-teach a course during their first year on campus.
- Form a "WAG" or "Writing Accountability Group" made of pre-tenure and tenured faculty who set deadlines for each other and review each other's work.

Foster networking, community, and mentoring

Foster networking and community

- Organize a "Pre-Tenure Faculty Caucus" to provide pre-tenure faculty with the opportunity to network with tenured faculty.
- Organize departmental faculty retreats where pre-tenure faculty introduce themselves and their work to the entire department. These offsite retreats help build a sense of intellectual and social community.
- Create a "New Faculty Institute" where pre-tenure faculty meet six to seven times during the first academic year to address different issues and topics (such as annual performance evaluations, promotion and tenure, etc.). The Institute provides new faculty with opportunities to learn from tenured faculty and to network with one another during the course of the academic year.
- Expand the number of social gatherings that you offer for new faculty by encouraging collaborative ventures between the Office of Faculty Development and academic departments. These events give new and early career faculty the opportunity to meet new colleagues, network, and explore the campus. One institution created an event called "Third Thursdays for Faculty." On the third Thursday of every month, pre-tenure and tenured faculty from various disciplines meet in a social setting on campus.

Foster mentoring

Consider forming a group-based mentoring program. For example, one institution calls their
program "Parallel Paths" and has volunteer mentors meet with groups of pre-tenure faculty once a
month to explore and discuss a variety of faculty issues.



- Promote high quality mentoring with an "Excellence in Mentoring" award of \$5,000 annually as an incentive. Such awards can bring faculty mentors public recognition and peer acknowledgment.
- Match pre-tenure faculty who want a mentor with volunteer tenured faculty outside of their department. One institution calls these tenured faculty "culture mentors" because they allow pre-tenure faculty to engage in safe and open dialogue regarding departmental norms.

Encourage dialogue and candor

- Create "open forum" discussions where pre-tenure faculty are encouraged to ask questions regarding institutional policy and practice. At one institution, department chairs invite pre-tenure faculty to "open forum" lunches both individually and as a group.
- Foster a culture of informal mentoring where tenure-track faculty feel comfortable approaching a tenured colleague or department chair with questions about the tenure process, for help with a grant proposal, or for advice on where to publish.
- Schedule monthly brown-bag lunches where a tenure-track faculty member is encouraged to present his or her current research to departmental colleagues.
- Encourage pre-tenure faculty to form an "Untenured Faculty Organization" or "UFO" which brings early-career faculty together from across campus to share experiences and discuss issues.

Focus on climate and diversity

- Conduct a campus climate survey across the institution as a follow-up to the sentiments expressed by pre-tenure faculty in the COACHE data.
- Create a "Faculty Development and Diversity Fund" where departments apply for the funding of programs that demonstrably advance diversity.
- Promote awareness of gender issues by centralizing resources and offering programs through a "Women's Center." One institution states that their Women's Center "is committed to creating a welcoming environment that encourages diversity of perspective, experience, and values." These centers create a more inclusive and appreciative culture by supporting female contributions that "challenge, motivate, and inspire."
- Distribute explicit materials in support of faculty diversity on campus. For example, one institution
 created "Building on Excellence: Guide to Recruiting and Retaining an Excellent and Diverse
 Faculty." Encourage your deans to hold their department chairs accountable by requesting an annual
 report of actions taken to improve faculty diversity and evaluating how well the chairs are meeting
 certain diversity objectives during performance reviews.
- Offer post-doctoral programs for minority and female academics as a means of addressing the lack of women and under-represented minority faculty in certain fields.



Build a culture of support

- Challenge your department chairs and tenured faculty to stop by the offices of pre-tenure faculty to chat with them in a personal, face-to-face manner.
- Emphasize that hiring a pre-tenure faculty member is an investment of departmental resources and that for the health and wellbeing of the department, everyone has a stake in that person's success.
- Encourage each department to create a list of the 10 practices everyone must abide by. When tenured faculty engage in behaviors that are inconsistent with departmental principles, pre-tenure faculty can challenge and identify them without risking their chances for promotion and tenure.

